

Brookhaven Lab Employee Engagement Survey June 2019

Director's Office and Staff Offices
August 16, 2019



Today's Agenda

01

Create a deeper, shared understanding of Engagement, Inclusion & Diversity, and Culture within the Director's Office and Staff Offices

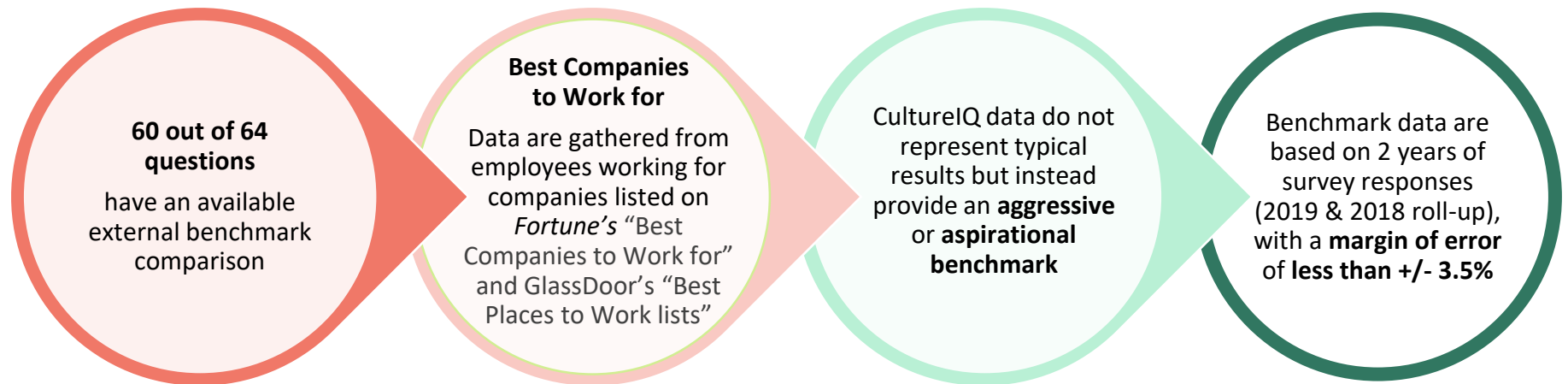
02

Discuss potential focus areas for improvement

03

Discuss engagements opportunities in the process of determining next steps and action planning

The CultureIQ Best Companies to Work for Benchmark

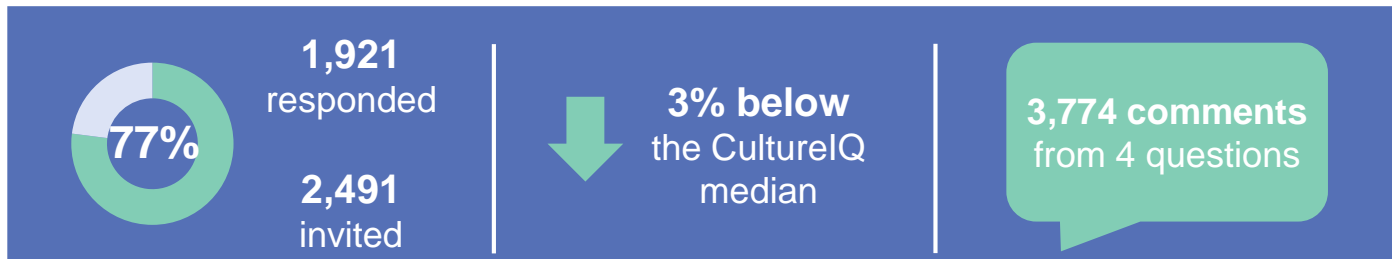


Who is in the benchmark?

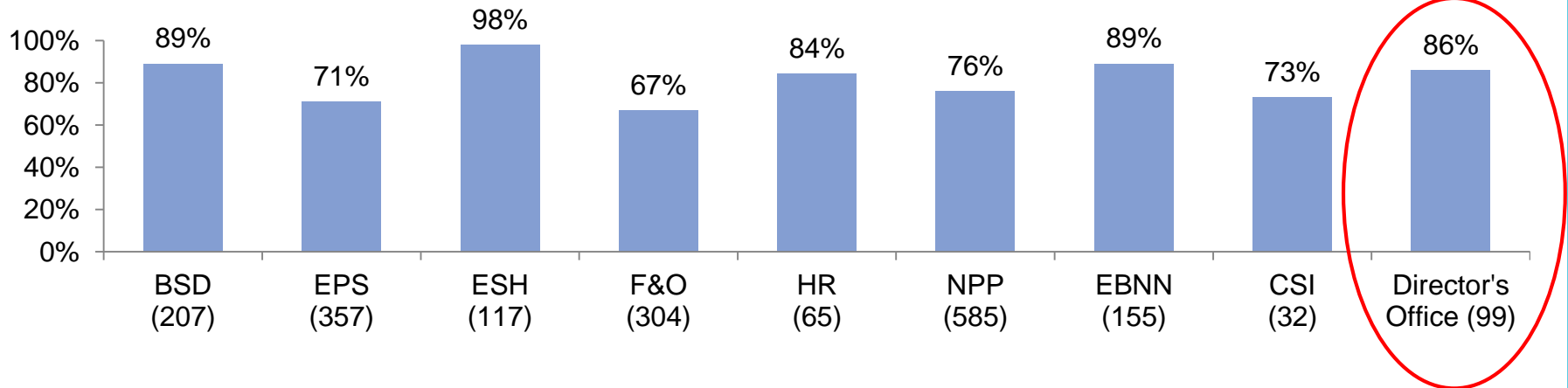
Pharmaceutical/Biotech/Medical Device: Genentech, Stryker, Regeneron Pharma, Novo Nordisk

Technology: Workday, Ultimate, Cisco, Intuit, Adobe

Survey Participation Was Strong



Response Rates and Number of Completed Surveys



HIGHEST SCORES

Relative to Filter B

A

B

item

I can see a clear link between my work and BNL's goals and objectives. *Alignment* **88** 67 (+21)

My manager insists that safety rules are carefully followed even if it means that work is slowed down. *Safety & Well-Being* **90** 72 (+18)

I am proud to work for BNL. *Engagement* **91** 77 (+14)

I understand how my work projects or assignments are connected to BNL's overall strategy. *Alignment* **91** 78 (+13)

My work group's activities are clearly aligned with BNL's goals. *Alignment* **89** 76 (+13)

LOWEST SCORES

Relative to Filter B

A

B

item

BNL adapts well to changes that affect how we operate. *Agility* **27** 68 (-41)

BNL does a good job minimizing or eliminating unnecessary bureaucracy. *Efficiency* **12** 49 (-37)

Process changes are made efficiently at BNL. *Agility* **18** 54 (-36)

Our work processes are well organized and efficient. *Efficiency* **31** 66 (-35)

People at all levels are held accountable for ethical behavior. *Valuing Employees* **41** 76 (-35)

A

n = 99

Directorate:
Director's Office

B

n = -

Benchmark: Best
Companies to Work
For 2019

C

n = 1921

BNL

HIGHEST SCORES

Relative to Filter C

A

C

item

I can see a clear link between my work and BNL's goals and objectives. *Alignment* **88** 73 (+15)

Senior leadership creates opportunities to hear concerns and suggestions directly from employees. *Empowerment* **74** 60 (+14)

Senior leadership effectively communicates BNL's goals and objectives. *Alignment* **66** 53 (+13)

My work group's activities are clearly aligned with BNL's goals. *Alignment* **89** 78 (+11)

The people I work with are in favor of efforts to promote diversity and inclusion at BNL. *Inclusion & Diversity* **84** 73 (+11)

LOWEST SCORES

Relative to Filter C

A

C

item

BNL accepts mistakes in the process of trying new things. *Agility* **40** 49 (-9)

People at all levels are held accountable for ethical behavior. *Valuing Employees* **41** 50 (-9)

Good ideas are adopted here regardless of who suggests them or where they come from. *Efficiency* **44** 53 (-9)

People of all backgrounds (e.g., race/ethnicity, sexual orientation, gender, culture, veteran status, age, religion) can succeed at BNL. *Inclusion & Diversity* **68** 76 (-8)

My immediate supervisor communicates useful information to employees. *Communication* **71** 79 (-8)

A

n = 99

Directorate:
Director's Office

B

n = -

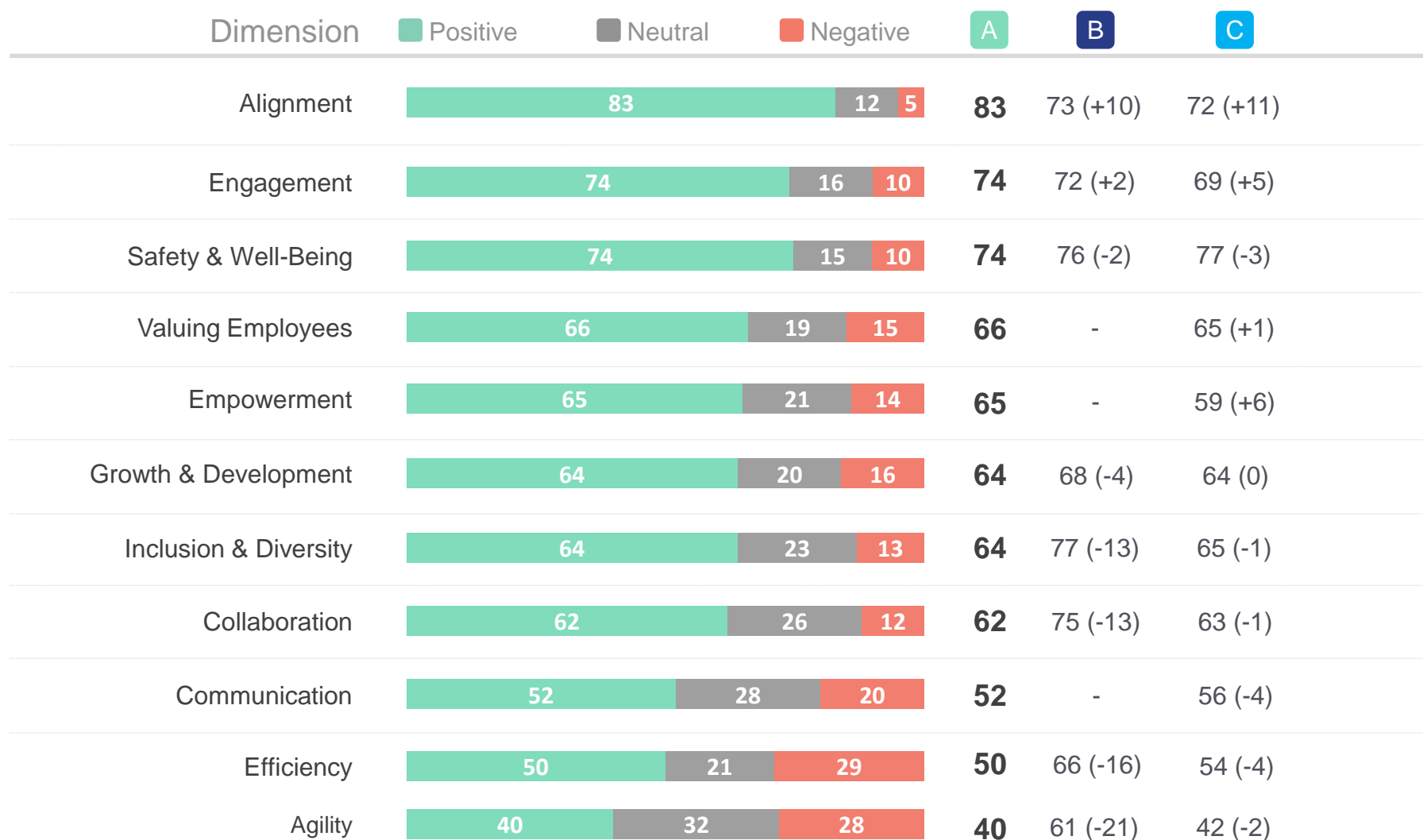
Benchmark: Best
Companies to Work
For 2019

C

n = 1921

BNL

Dimension Summary



n = 99

Directorate:
Director's Office



n = -

Benchmark: Best
Companies to Work
For 2019



n = 1921

BNL

Dimension	Positive	Neutral	Negative	A	B	C
Alignment	83	12	5	83	73 (+10)	72 (+11)
Senior leadership effectively communicates BNL's goals and objectives.	66	25	9	66	72 (-6)	53 (+13)
I understand how my work projects or assignments are connected to BNL's overall strategy.	91	5	4	91	78 (+13)	83 (+8)
I can see a clear link between my work and BNL's goals and objectives.	88	10		88	67 (+21)	73 (+15)
My work group's activities are clearly aligned with BNL's goals.	89	8	3	89	76 (+13)	78 (+11)



n = 99

Directorate:
Director's Office



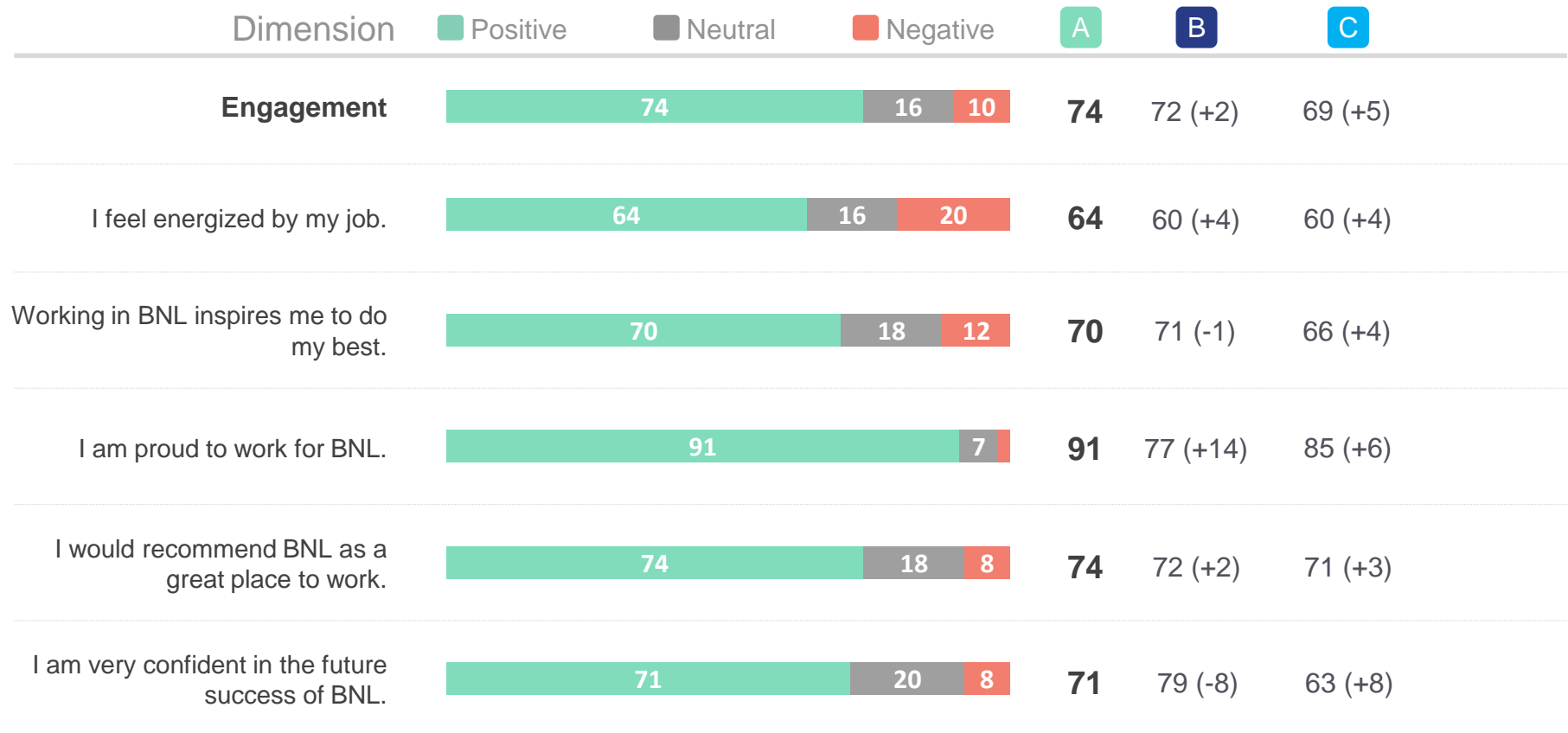
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Benchmark: Best
Companies to Work
For 2019



n = 1921

BNL



n = 99

Directorate:
Director's Office



n = -

Benchmark: Best
Companies to Work
For 2019



n = 1921

BNL

Dimension	Positive	Neutral	Negative	A	B	C
Safety & Well-Being	74	15	10	74	76 (-2)	77 (-3)
I am able to maintain a healthy balance between my work and personal life.	65	22	13	65	79 (-14)	67 (-2)
I have a reasonable workload.	60	16	24	60	74 (-14)	64 (-4)
I am satisfied with the flexibility of my work arrangements (e.g., flexible hours, part-time work, telecommuting).	67	19	13	67	71 (-4)	73 (-6)
My manager insists that safety rules are carefully followed even if it means that work is slowed down.	90	8	2	90	72 (+18)	88 (+2)
I have positive working relationships with many of my colleagues.	88	9	3	88	87 (+1)	91 (-3)
BNL provides me with a healthy and safe place to work.	86	8	6	86	83 (+3)	86 (0)
BNL provides flexible solutions for managing work and personal life.	66	24	9	66	71 (-5)	70 (-4)



n = 99

Directorate:
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n = -

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BNL

Dimension Details -- Valuing Employees

Dimension

Positive

Neutral

Negative

A

B

C

Valuing Employees

66

19

15

66

-

65 (+1)

People at all levels are held accountable for ethical behavior.

41

31

27

41

76 (-35)

50 (-9)

My immediate supervisor treats me with respect.

79

11

10

79

87 (-8)

86 (-7)

My supervisor supports me when I want to spend some of my work time on professional activities that are separate from my every-day responsibilities.

81

12

7

81

-

72 (+9)

I have discretion on my job to dedicate some work time to professional activities that are separate from my every-day responsibilities.

71

21

8

71

-

62 (+9)

When I do an excellent job, my accomplishments are recognized.

67

15

18

67

63 (+4)

61 (+6)

I can report unethical practices without fear of reprisal.

60

23

17

60

79 (-19)

59 (+1)



n = 99

Directorate:
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BNL

Dimension	Positive	Neutral	Negative	A	B	C
Empowerment	65	21	14	65	-	59 (+6)
Senior leadership in BNL is open to new ideas.	52	29	19	52	61 (-9)	41 (+11)
I am empowered to make decisions that enable me to do my job effectively.	73	16	11	73	75 (-2)	75 (-2)
Senior leadership creates opportunities to hear concerns and suggestions directly from employees.	74	20	6	74	-	60 (+14)
How satisfied are you with your involvement in decisions that affect your work?	61	20	18	61	66 (-5)	61 (0)

A

Directorate: Director's Office

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B

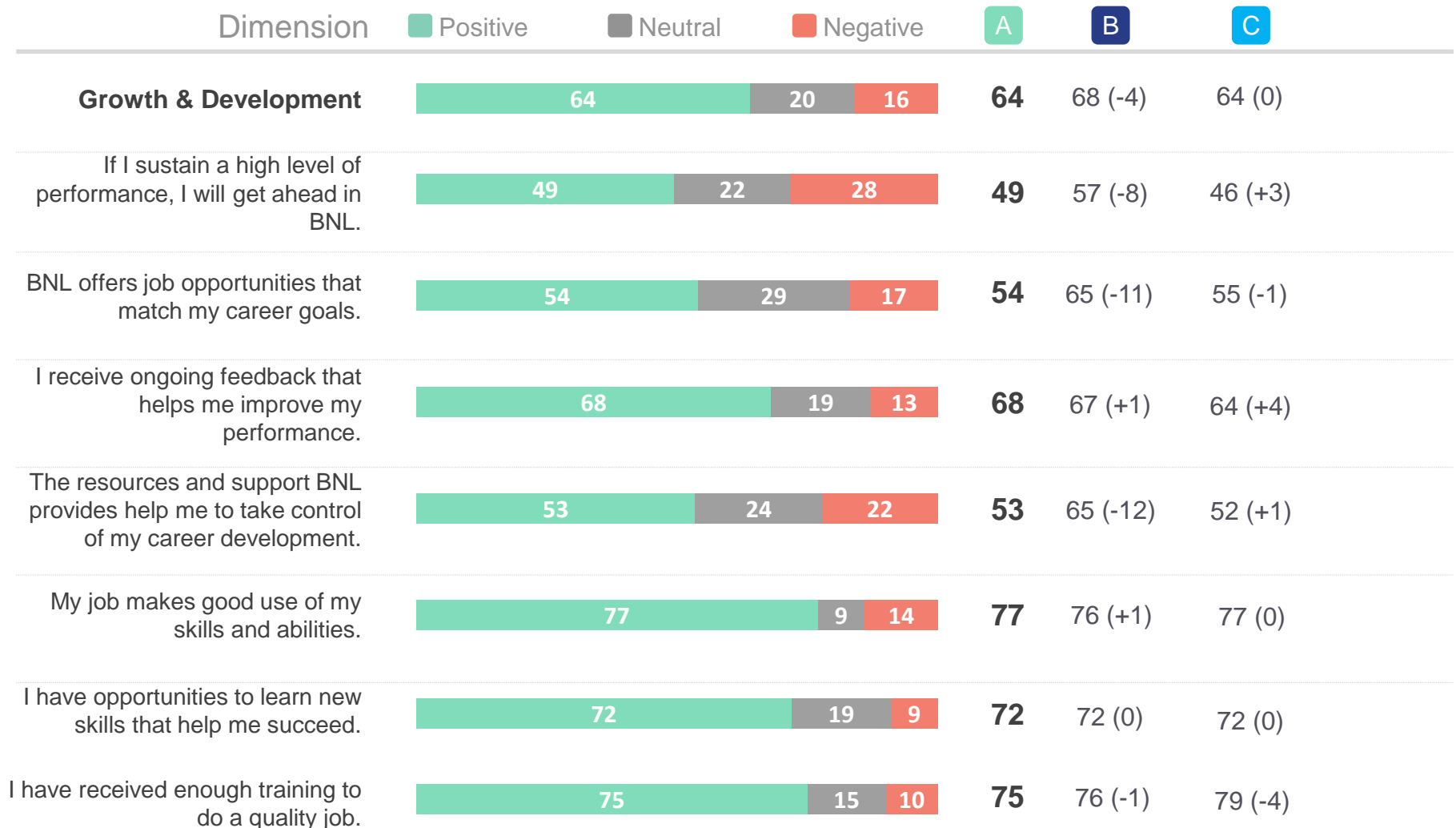
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Directorate:
Director's Office



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For 2019



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BNL

Dimension

Positive

Neutral

Negative

A

B

C

Inclusion & Diversity

64

23

13

64

77 (-13)

65 (-1)

At BNL, I don't have to hide who I really am in order to be accepted.

65

21

13

65

72 (-7)

67 (-2)

People at all levels in BNL are treated with respect.

49

24

26

49

72 (-23)

55 (-6)

At BNL, differing viewpoints are sought out and valued when we make decisions.

40

36

23

40

65 (-25)

41 (-1)

BNL encourages and promotes diversity of backgrounds, talents, and perspectives.

68

17

14

68

86 (-18)

67 (+1)

My immediate supervisor encourages an environment where individual differences are valued.

70

23

7

70

75 (-5)

75 (-5)

People of all backgrounds (e.g., race/ethnicity, sexual orientation, gender, culture, veteran status, age, religion) can succeed at BNL.

68

23

9

68

87 (-19)

76 (-8)

The people I work with are in favor of efforts to promote diversity and inclusion at BNL.

84

15

84

76 (+8)

73 (+11)

A

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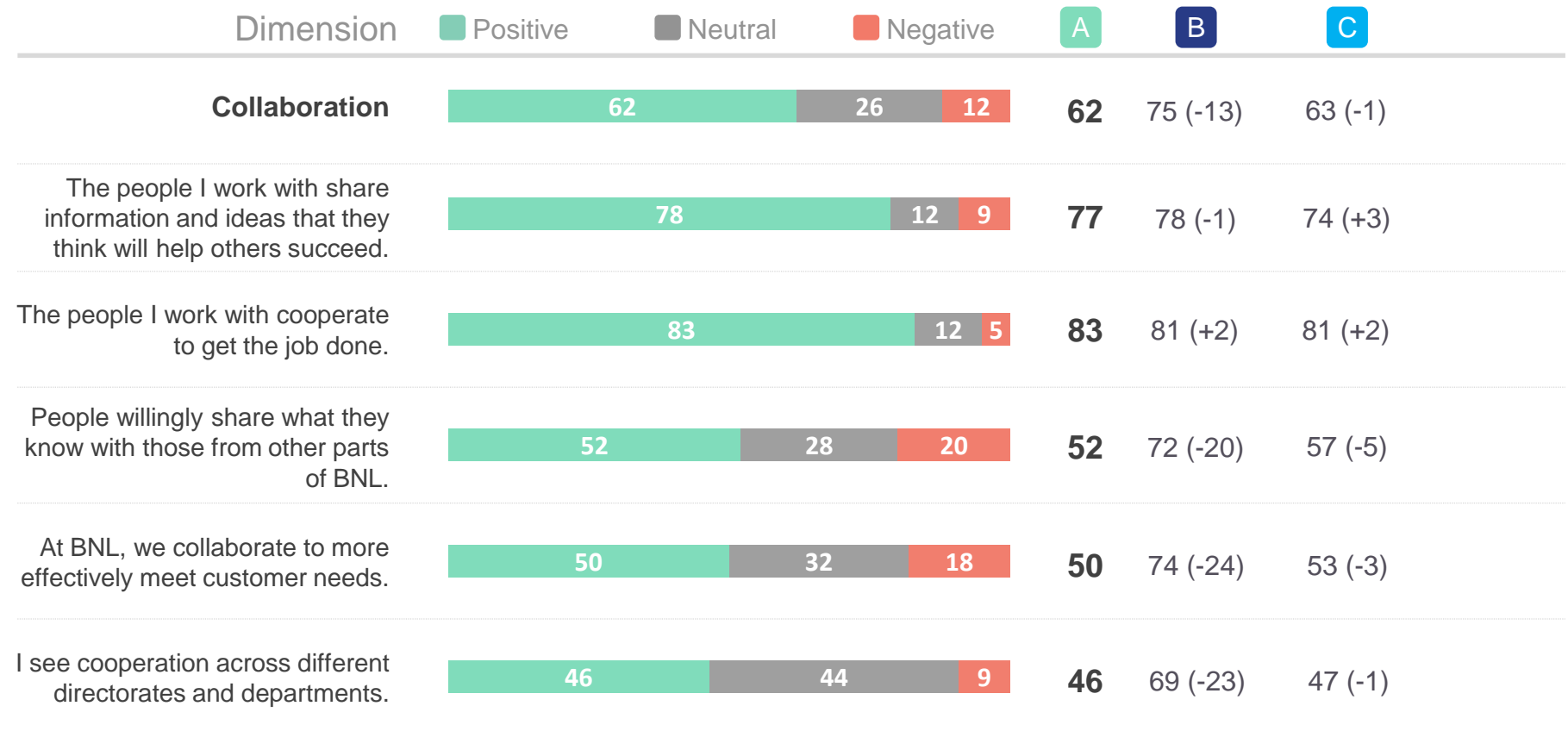
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Dimension	Positive	Neutral	Negative	A	B	C
Communication	52	28	20	52	-	56 (-4)
Senior leadership's actions show that they trust employees.	38	35	26	38	68 (-30)	41 (-3)
BNL does a good job of promoting its accomplishments outside of the Lab.	51	33	16	51	-	50 (+1)
Communication at BNL is open and honest.	37	31	31	37	64 (-27)	39 (-2)
I feel free to go to my immediate supervisor when I have a question or problem.	85	8	7	85	84 (+1)	89 (-4)
The environment at BNL makes it safe to challenge the status quo.	31	33	37	31	59 (-28)	37 (-6)
My immediate supervisor communicates useful information to employees.	71	24	4	71	80 (-9)	79 (-8)



n = 99

Directorate:
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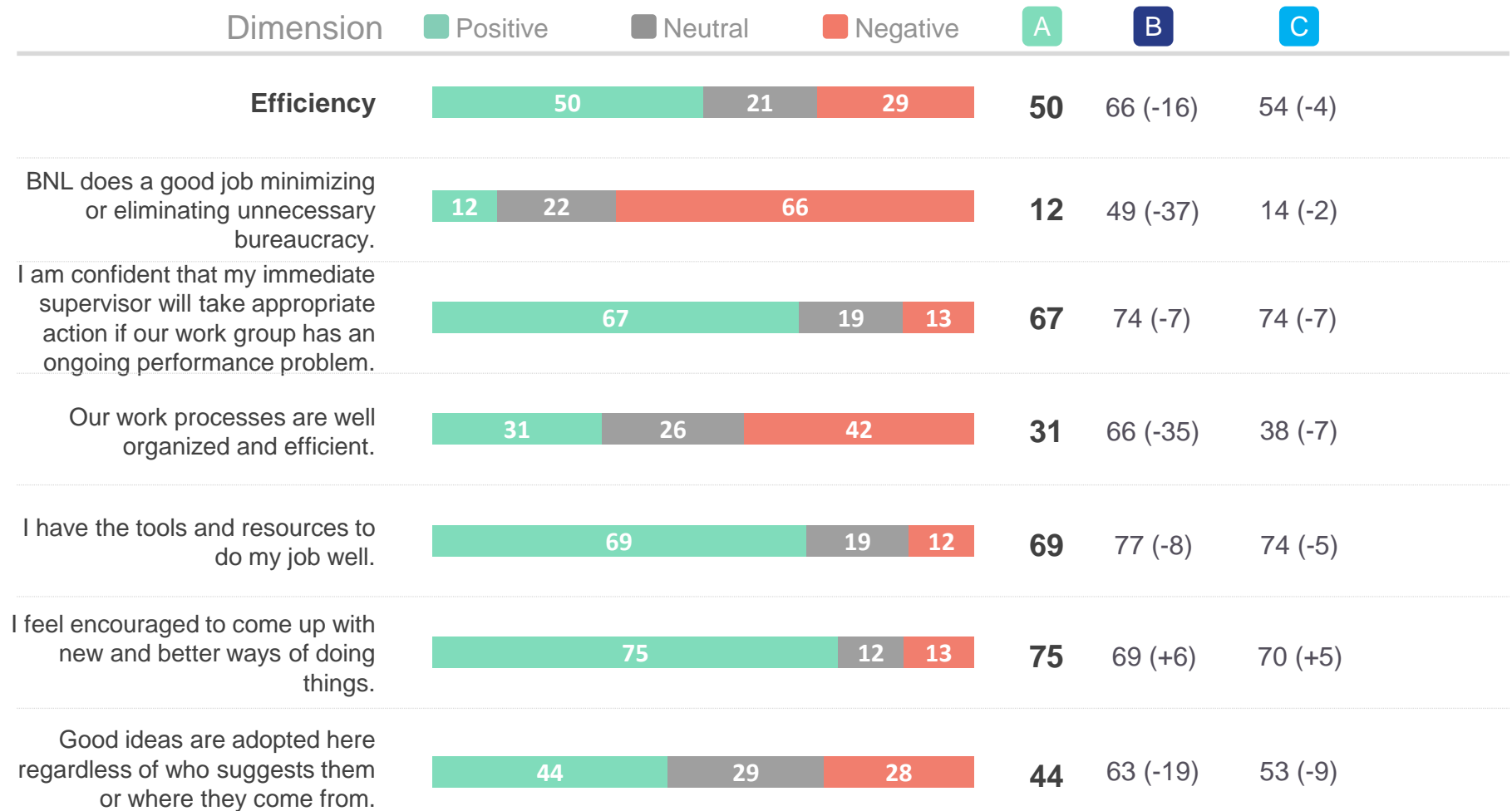
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Directorate:
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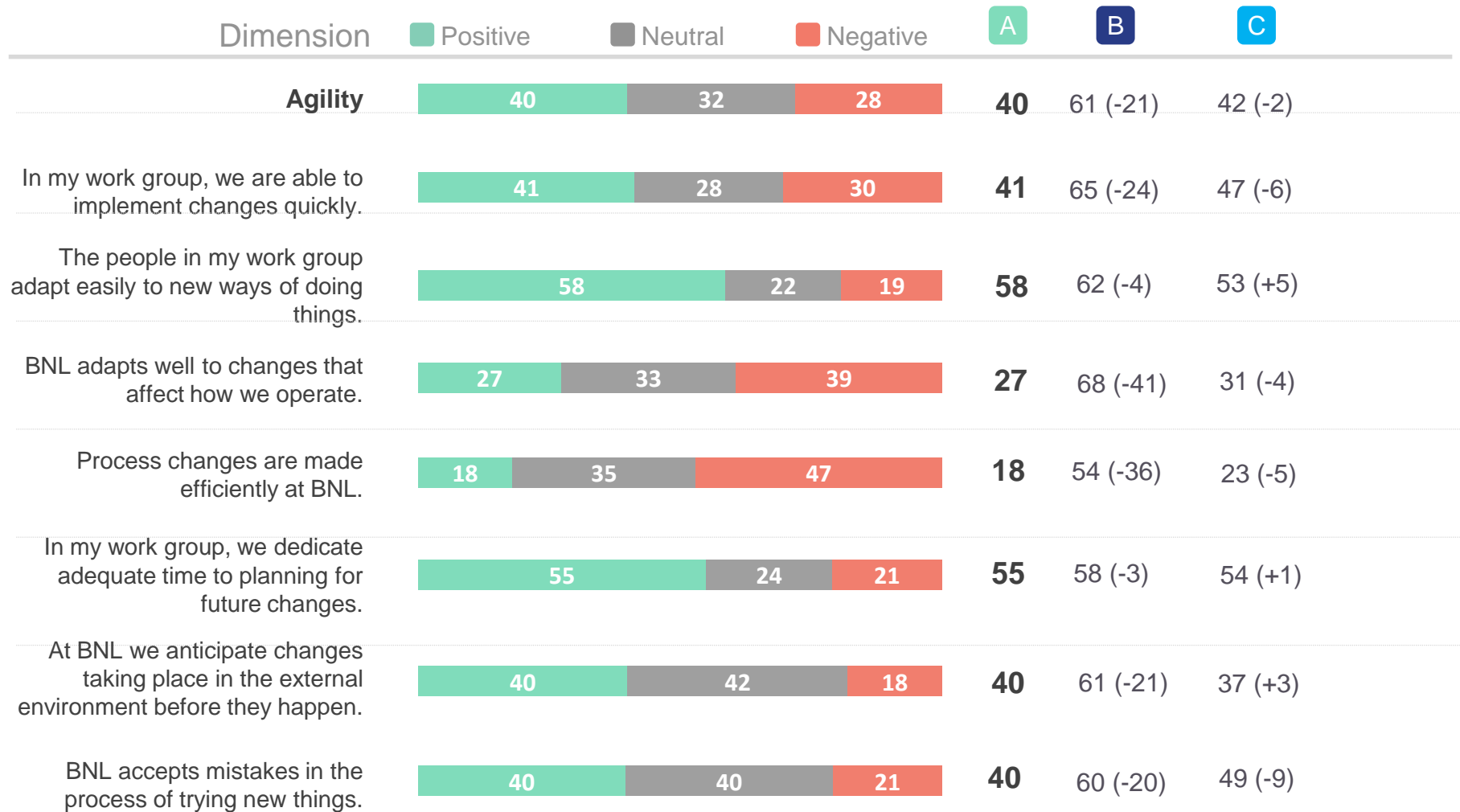
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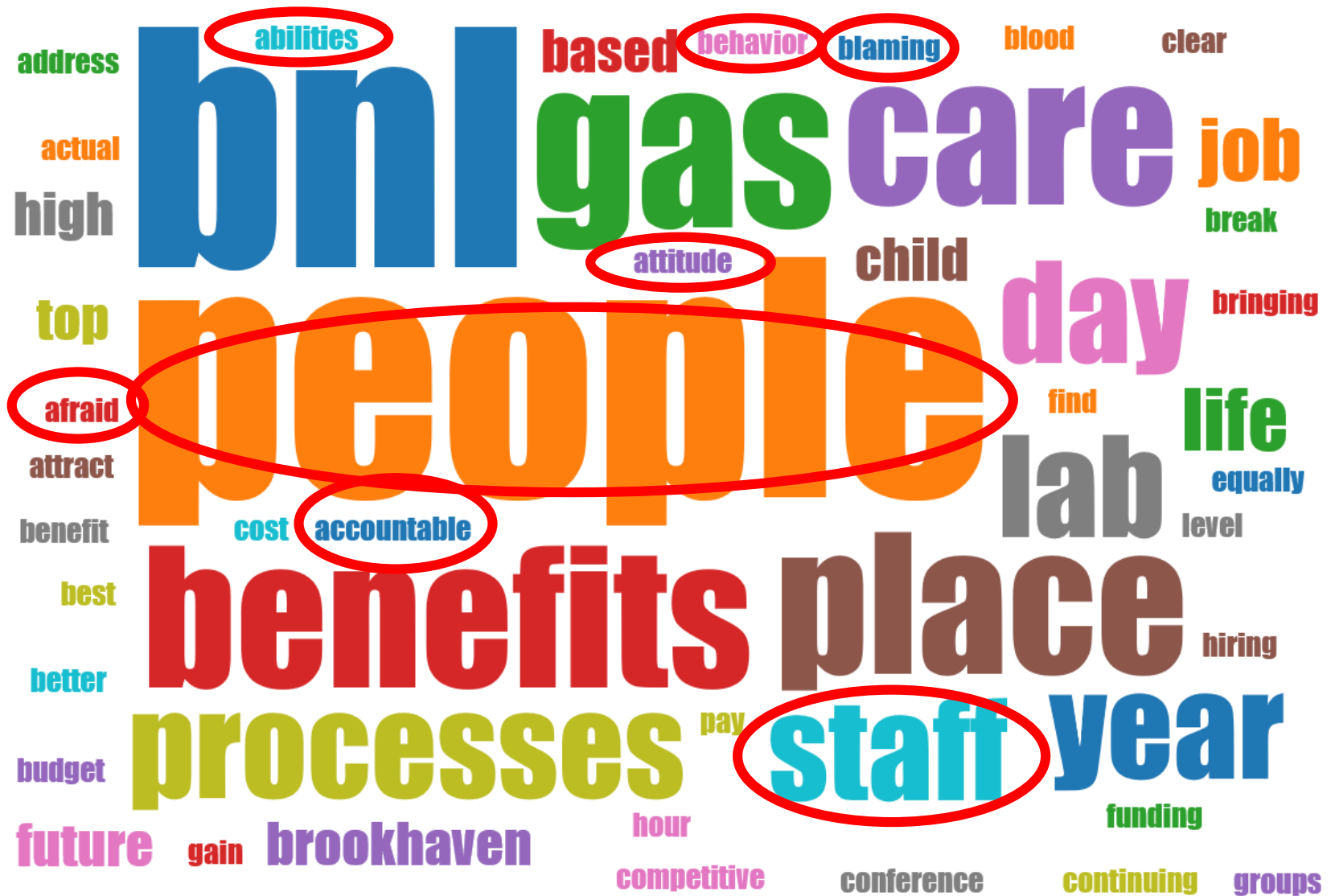
What do you suggest that we *stop* doing in order to make BNL a great place to work?



cultureiQ



cultureIQ



cultureiQ



What do you suggest that we *continue* doing in order to make BNL a great place to work?



What could BNL do to create a greater sense of community among employees?



SUMMARY: Next Steps

- 1: Share Laboratory Level Results – (July 29, 2019)
 - 2: Share Directorate Results (August/September)
 - Directorate All Hands Meeting – Today, August 16, 2019
 - Directorates identify immediate and long-term priority areas of focus
 - 3: Analyze comments and align Directorate and Lab-wide Focus Areas (September into October)
 - Analyze the comments and share the major themes with the staff
 - Management Council workshop to align and reconcile Lab-wide and Directorate priorities
 - 4: Initiate Action Planning to address short and long-term Lab-wide and Directorate priorities (September →...)
 - You are invited to engage in action planning activities.
 - Depending on the initiatives, opportunities will include participating in working teams and focus groups to generate ideas.
- Ongoing:** Periodic Lab-wide and directorate communication on status
- Will include information on action planning.
 - We'll use a wide array of venues, including Monday Memo, all staff emails, home page notifications, Coffee and Conversations, and brown bag lunches.

Backup Slides

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Safety & Well-Being	74	15	10	74	76 (-2)	77 (-3)
Valuing Employees	66	19	15	66	-	65 (+1)
Empowerment	65	21	14	65	-	59 (+6)
Growth & Development	64	20	16	64	68 (-4)	64 (0)
Inclusion & Diversity	64	23	13	64	77 (-13)	65 (-1)
Collaboration	62	26	12	62	75 (-13)	63 (-1)
Communication	52	28	20	52	-	56 (-4)
Efficiency	50	21	29	50	66 (-16)	54 (-4)
Agility	40	32	28	40	61 (-21)	42 (-2)



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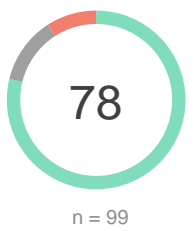
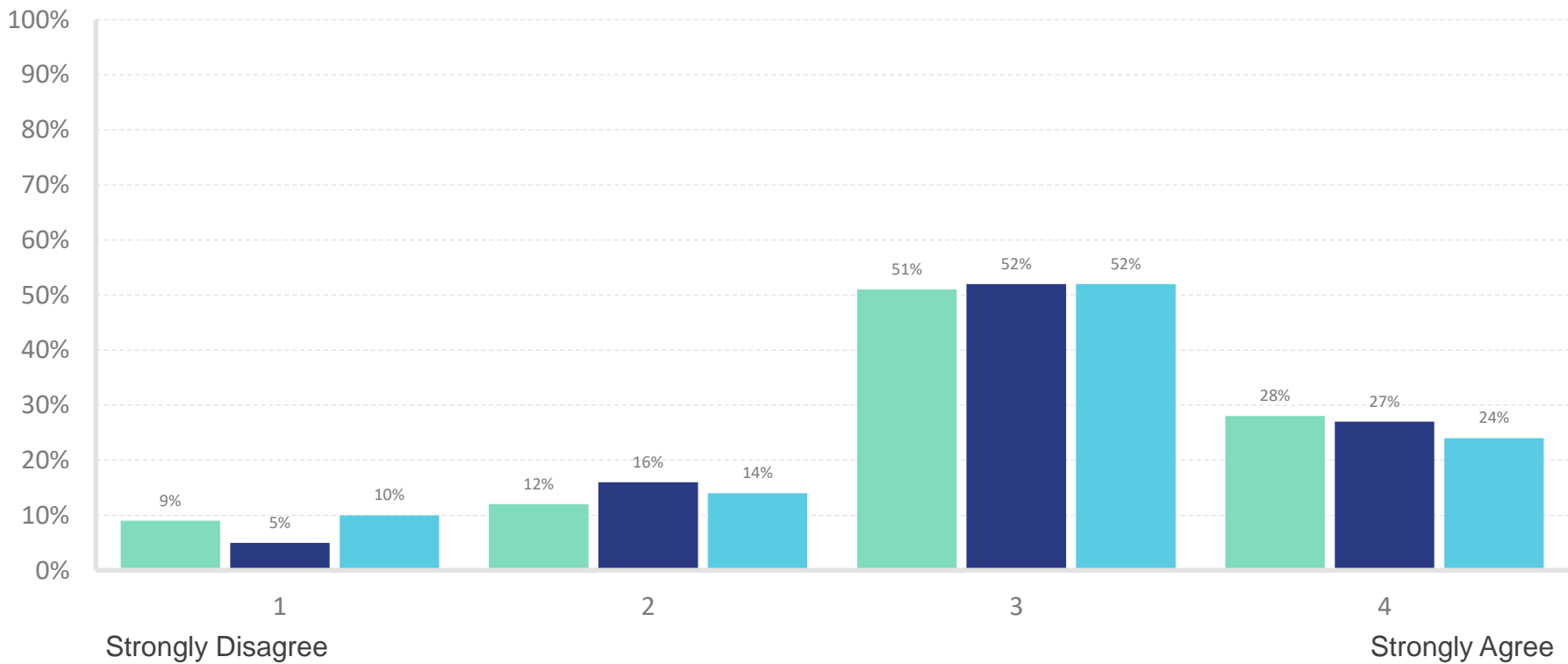
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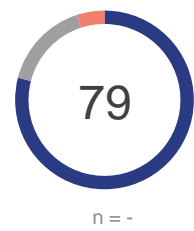
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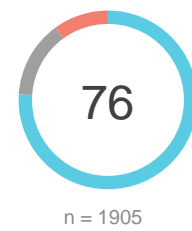
Collaboration



Directorate: Director's Office

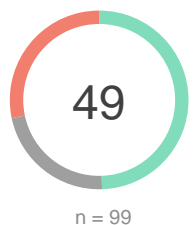
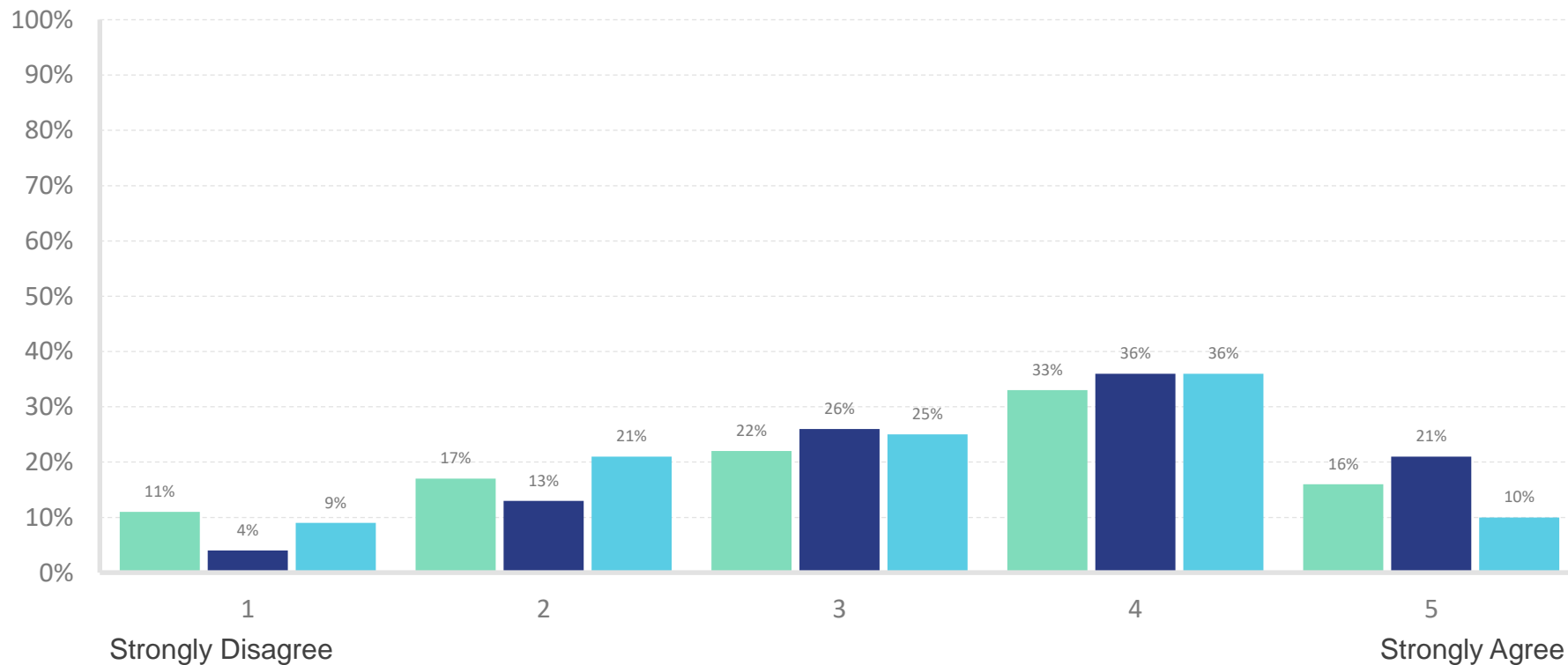


Benchmark: Best Companies to Work For 2019

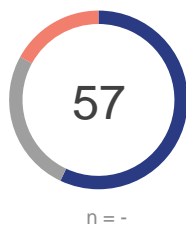


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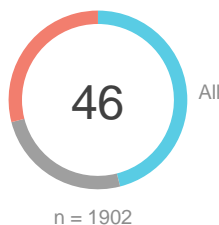
Growth & Development



Directorate: Director's Office

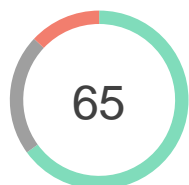
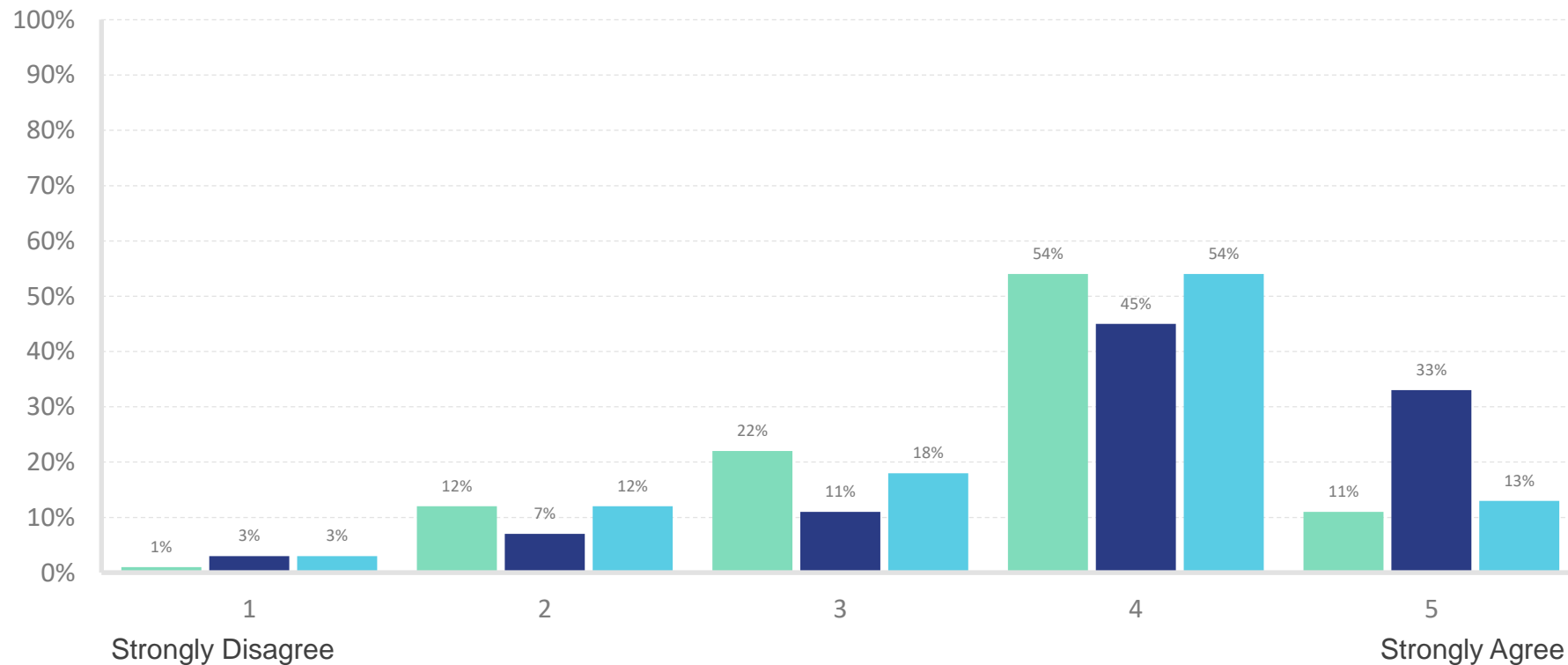


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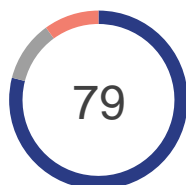
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Safety & Well-Being



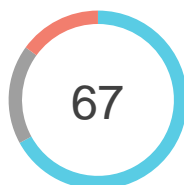
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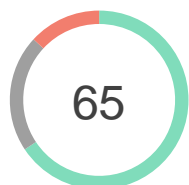
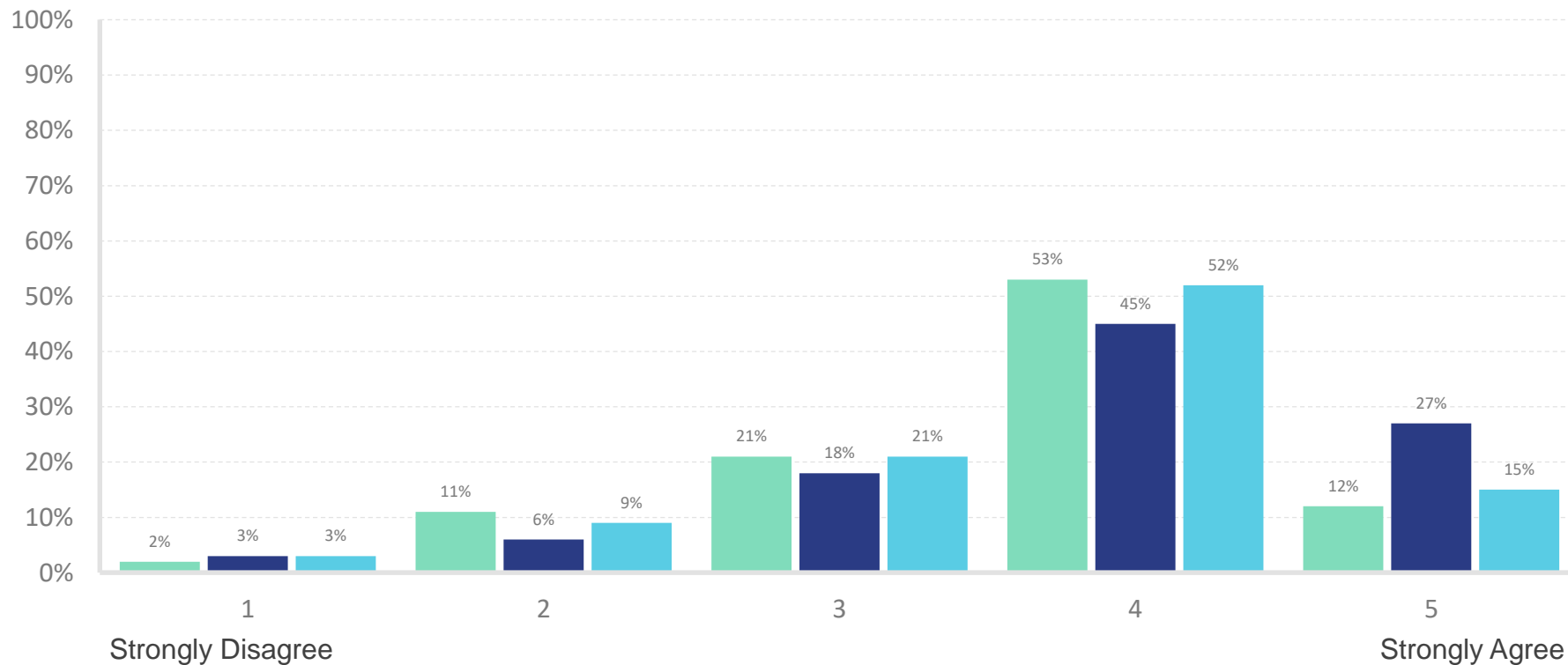
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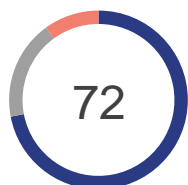
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Inclusion & Diversity



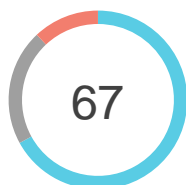
Directorate: Director's Office

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Benchmark: Best Companies to Work For 2019

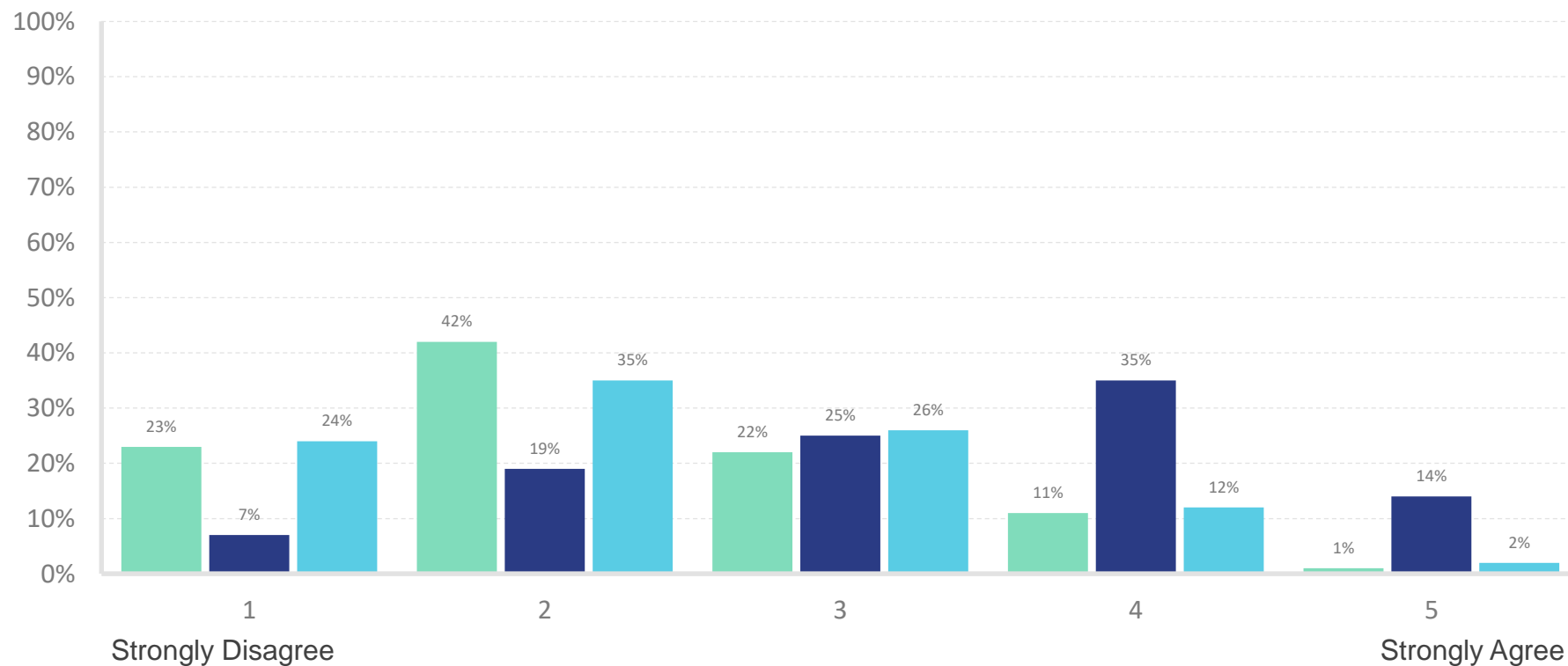
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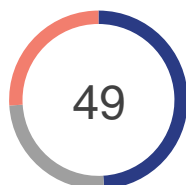
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Efficiency



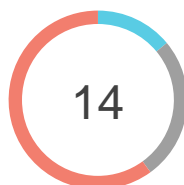
Directorate: Director's Office

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Benchmark: Best Companies to Work For 2019

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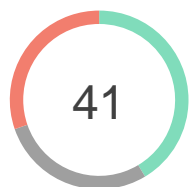
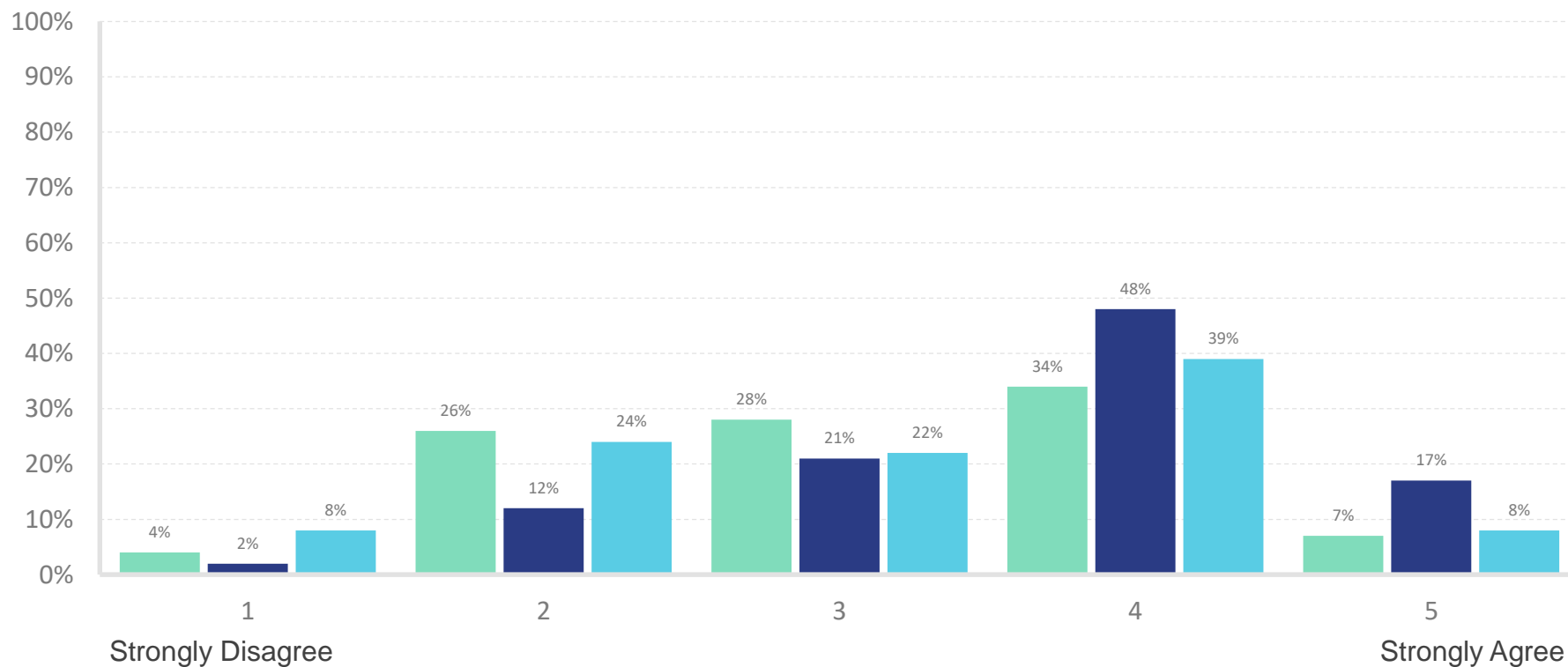


All

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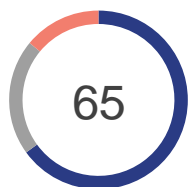
In my work group, we are able to implement changes quickly.

Agility



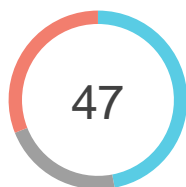
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Directorate: Director's Office



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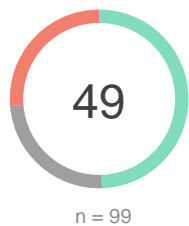
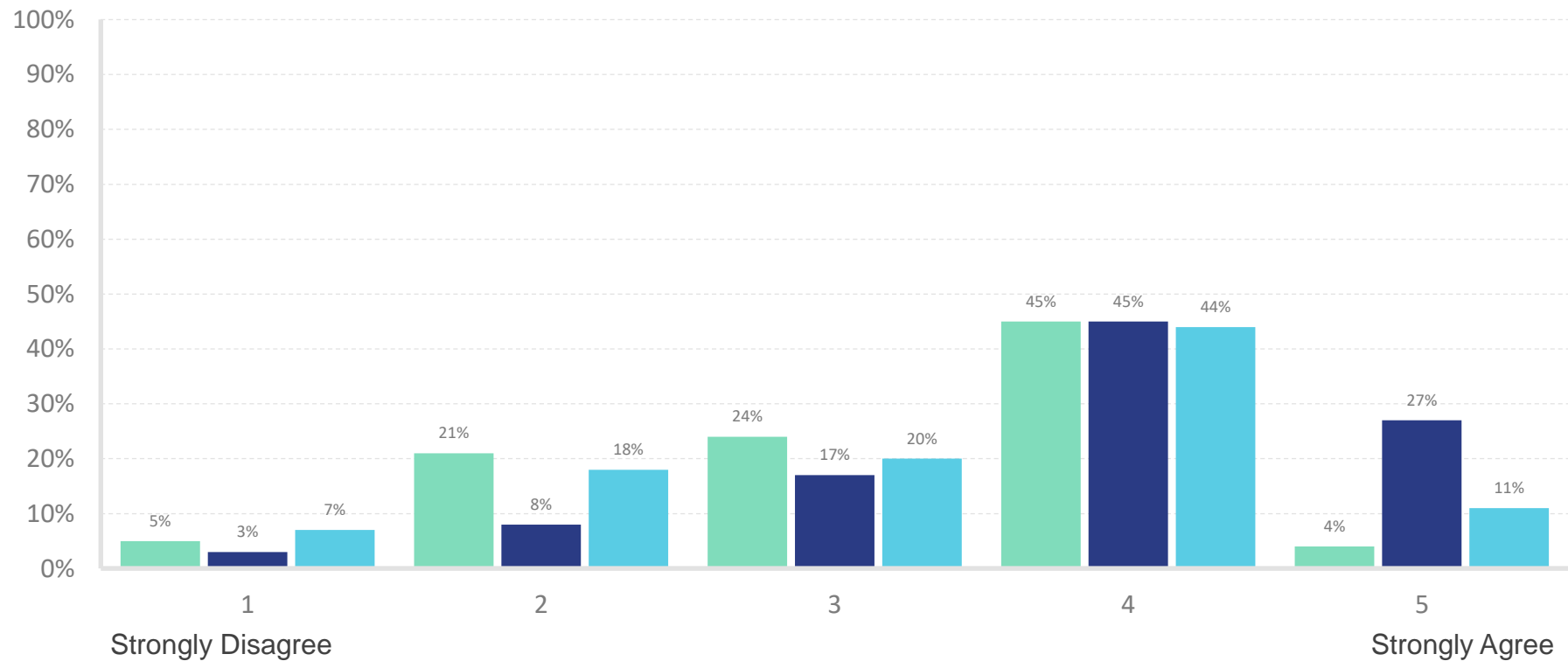
Benchmark: Best Companies to Work For 2019



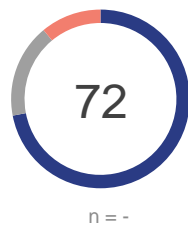
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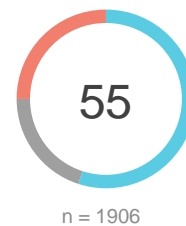
Inclusion & Diversity



Directorate: Director's Office

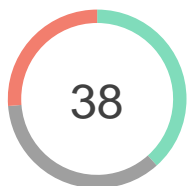
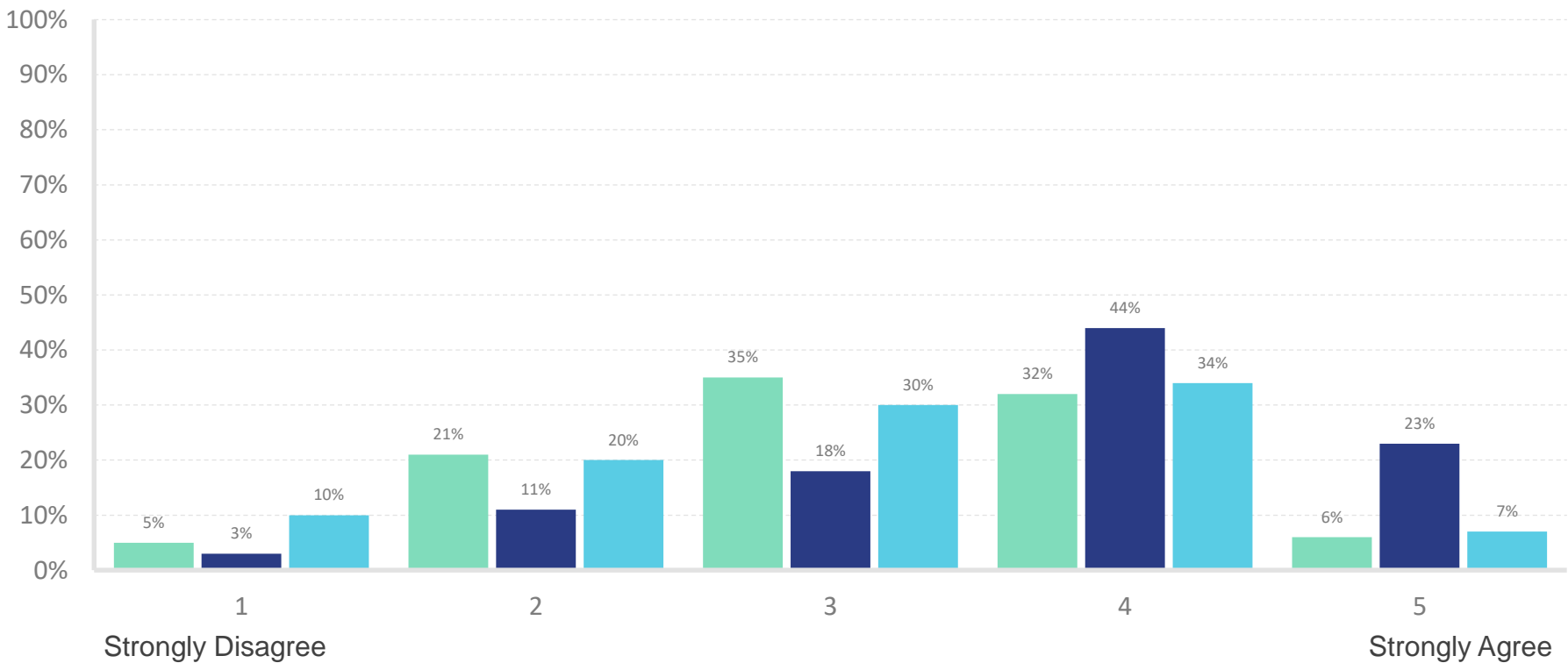


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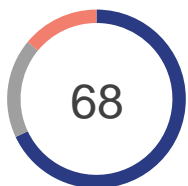
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Communication



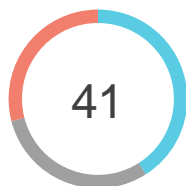
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n = 99



Benchmark: Best Companies to Work For 2019

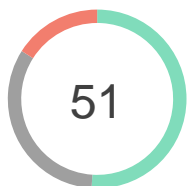
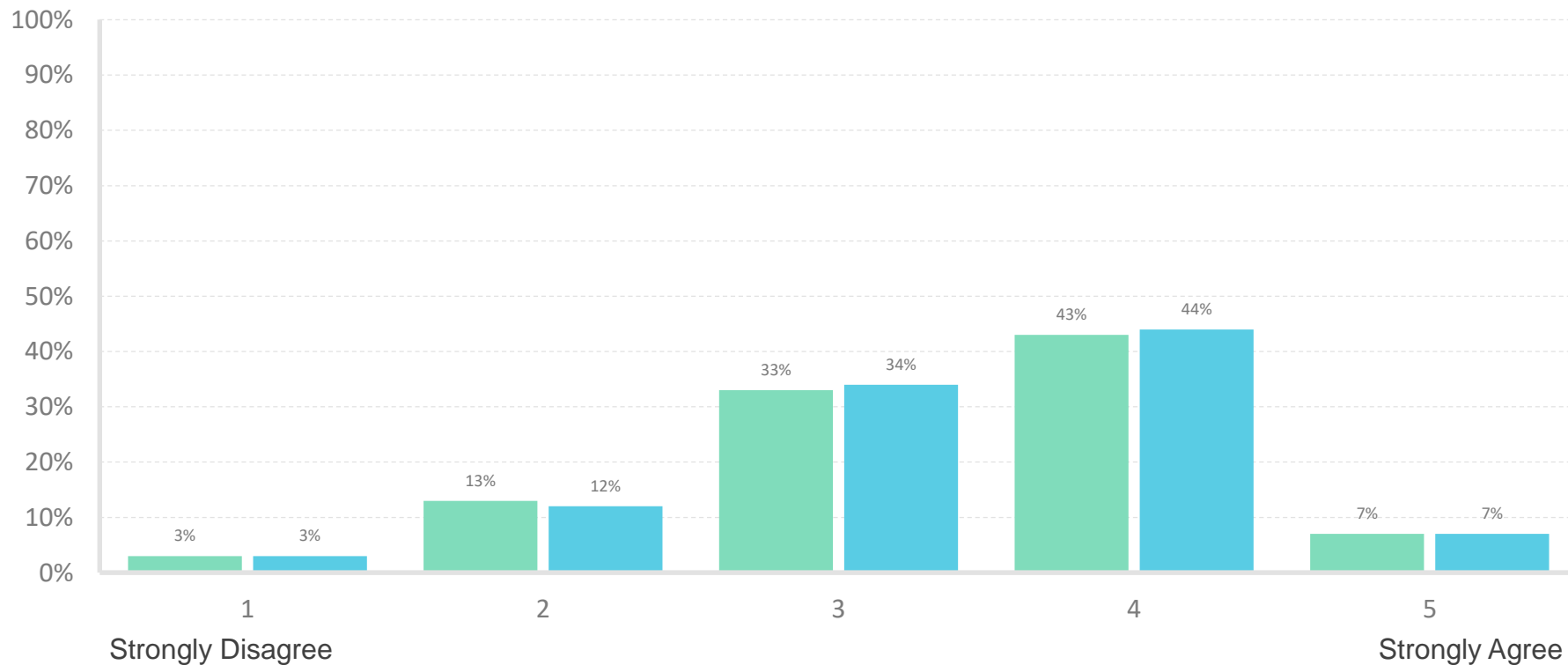
n = -



All

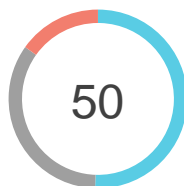
n = 1898

Communication



Directorate: Director's Office

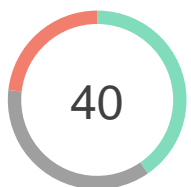
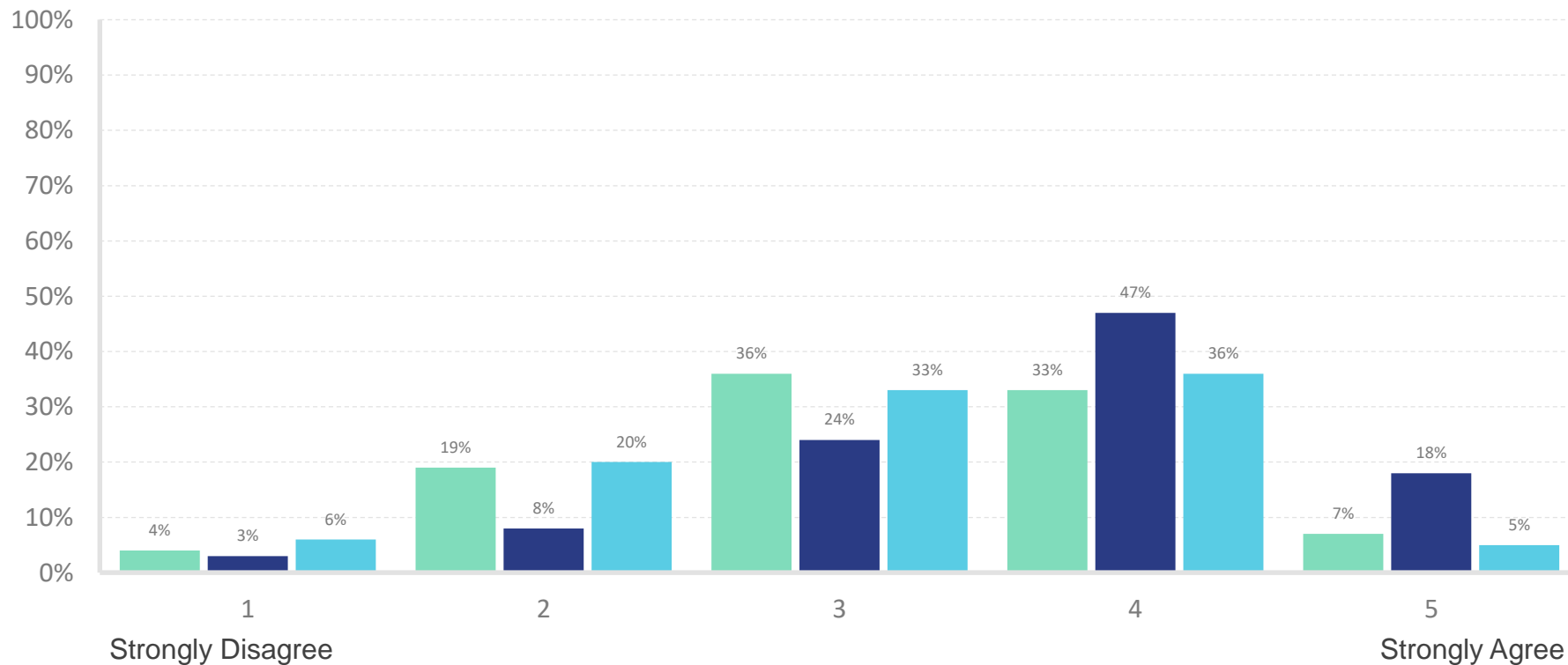
n = 99



All

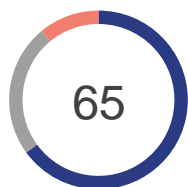
n = 1886

Inclusion & Diversity



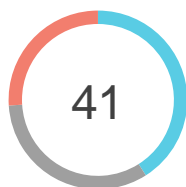
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

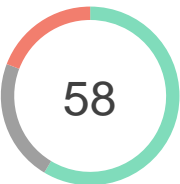
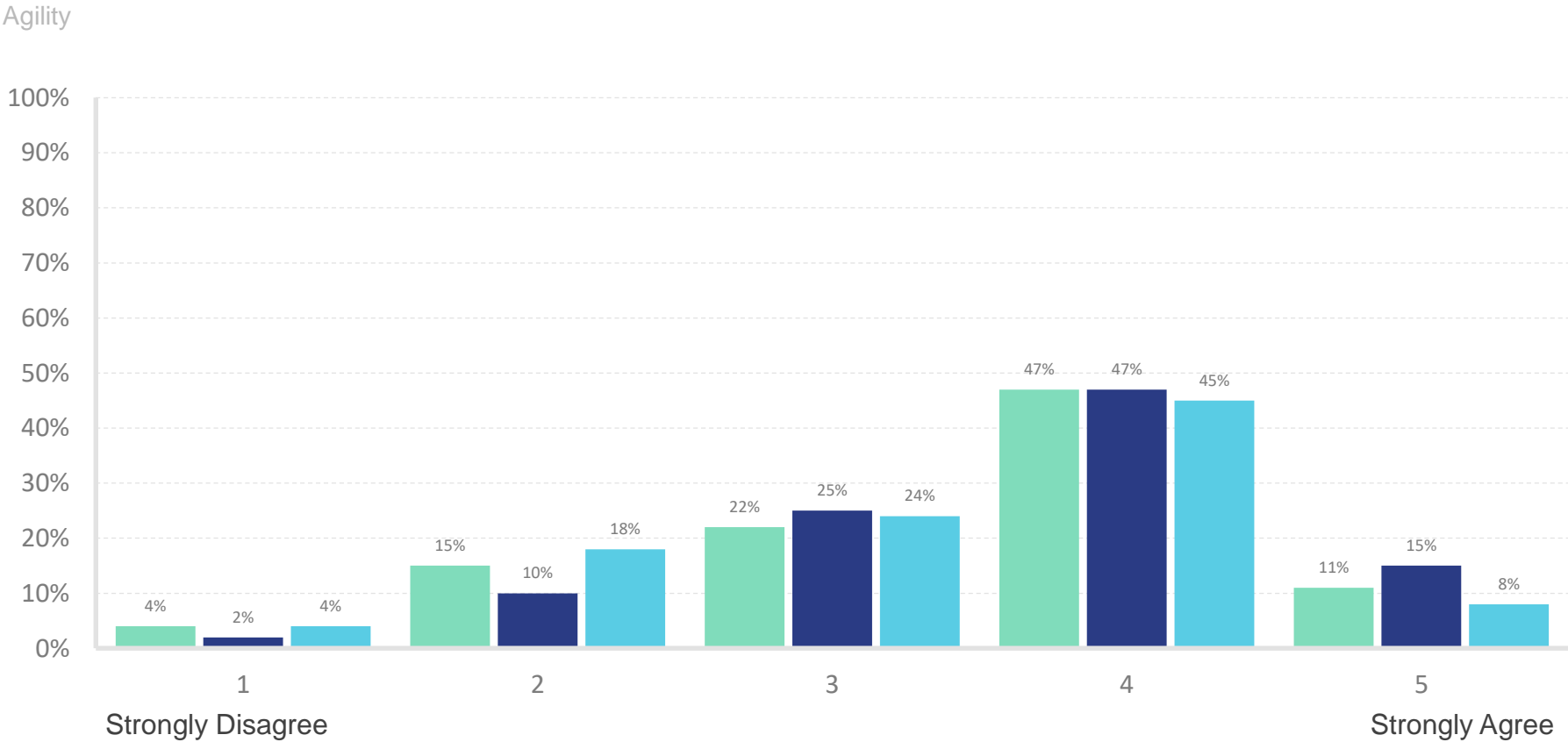
n = -



All

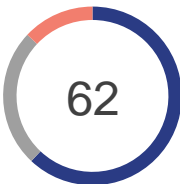
n = 1895

The people in my work group adapt easily to new ways of doing things.



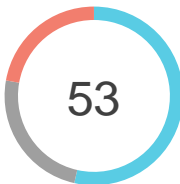
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

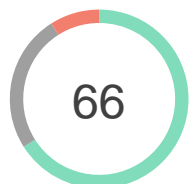
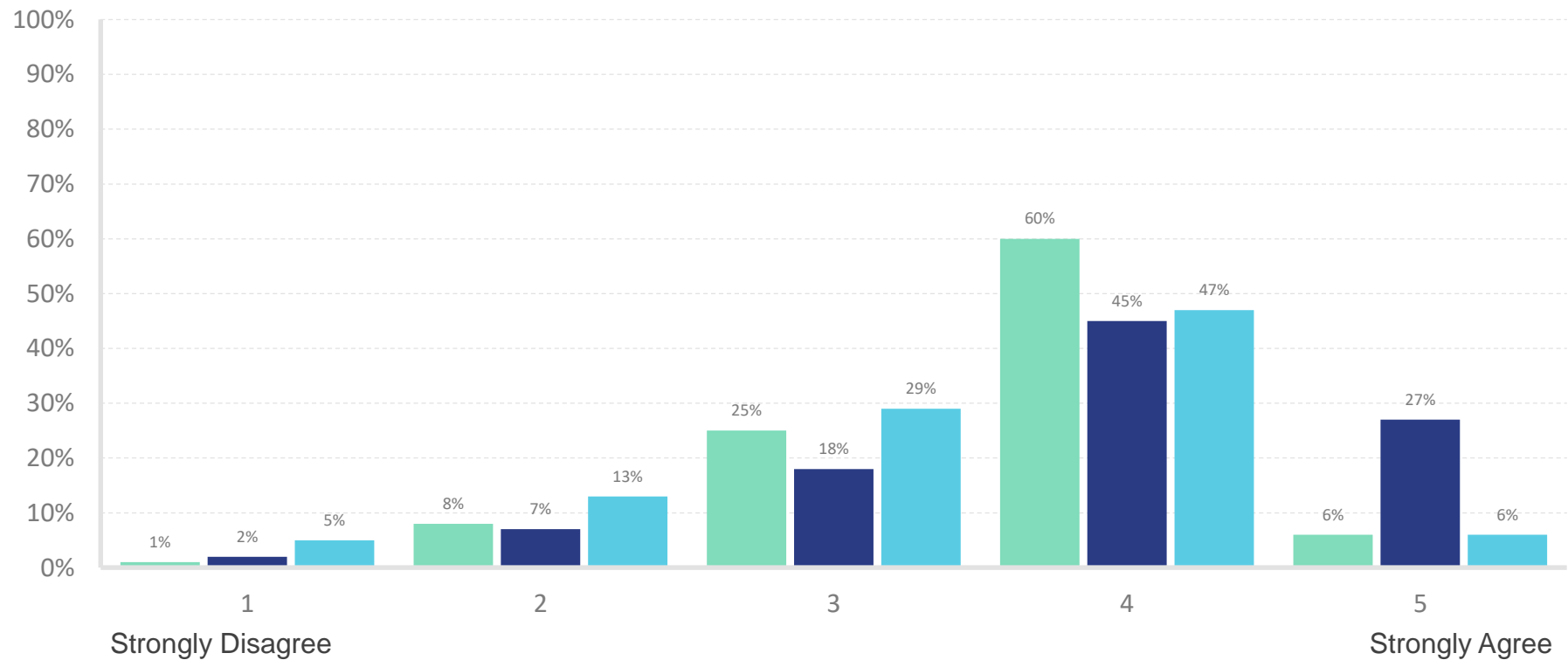
n = -



All

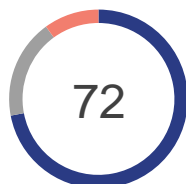
n = 1904

Alignment



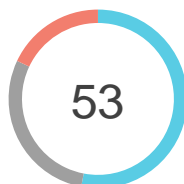
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

n = -

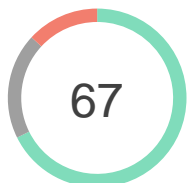
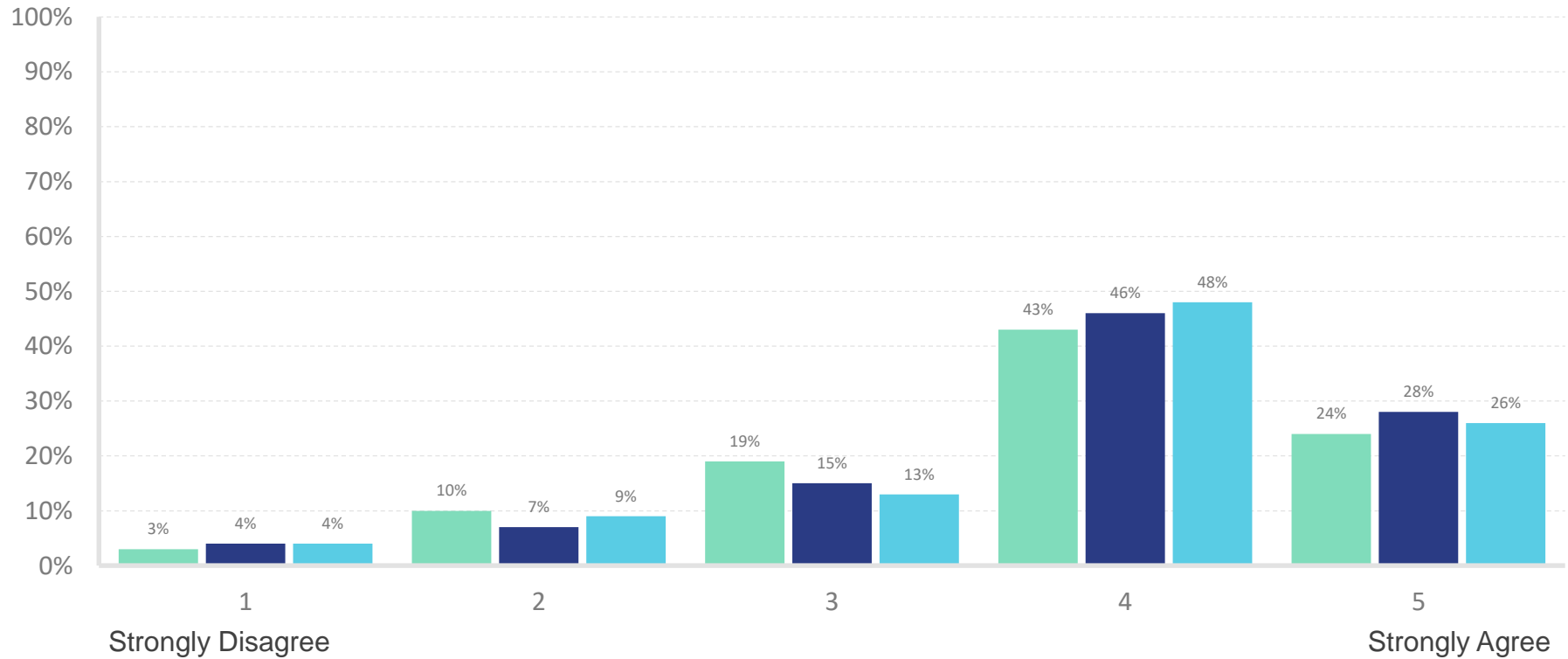


All

n = 1908

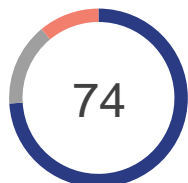
I am confident that my immediate supervisor will take appropriate action if our work group has an ongoing performance problem.

Efficiency



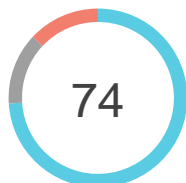
n = 98

Directorate: Director's Office



n = -

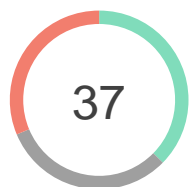
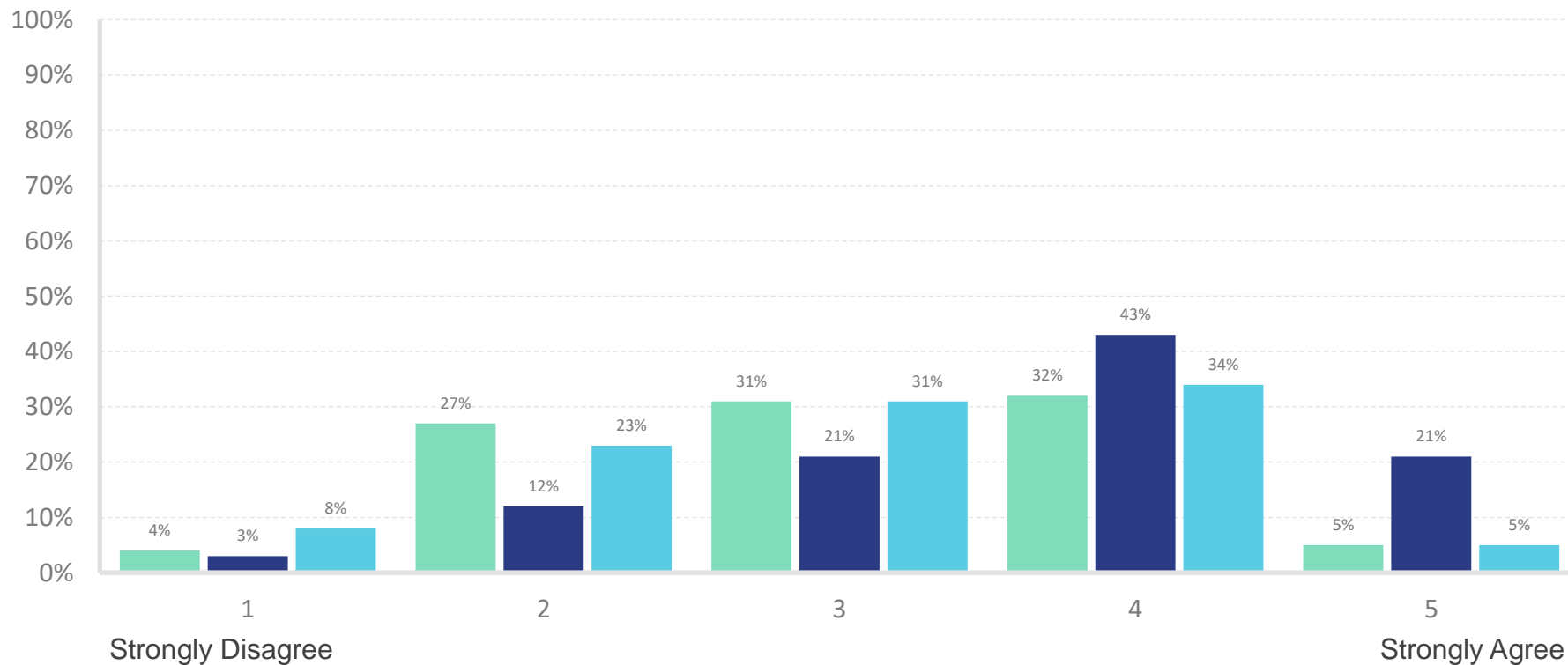
Benchmark: Best Companies to Work For 2019



n = 1909

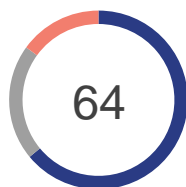
All

Communication



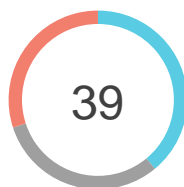
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

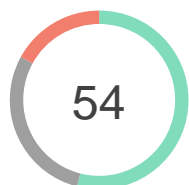
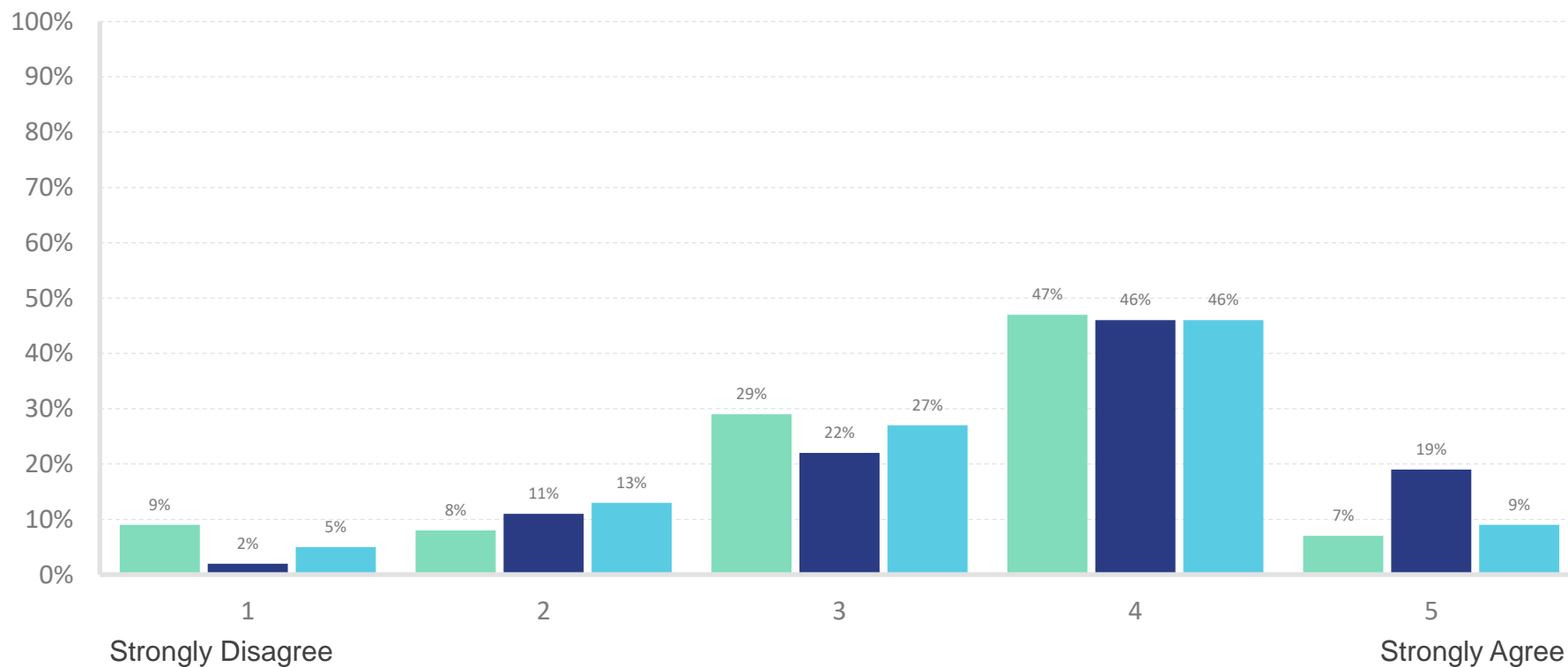
n = -



All

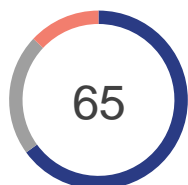
n = 1902

Growth & Development



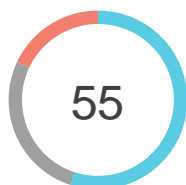
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

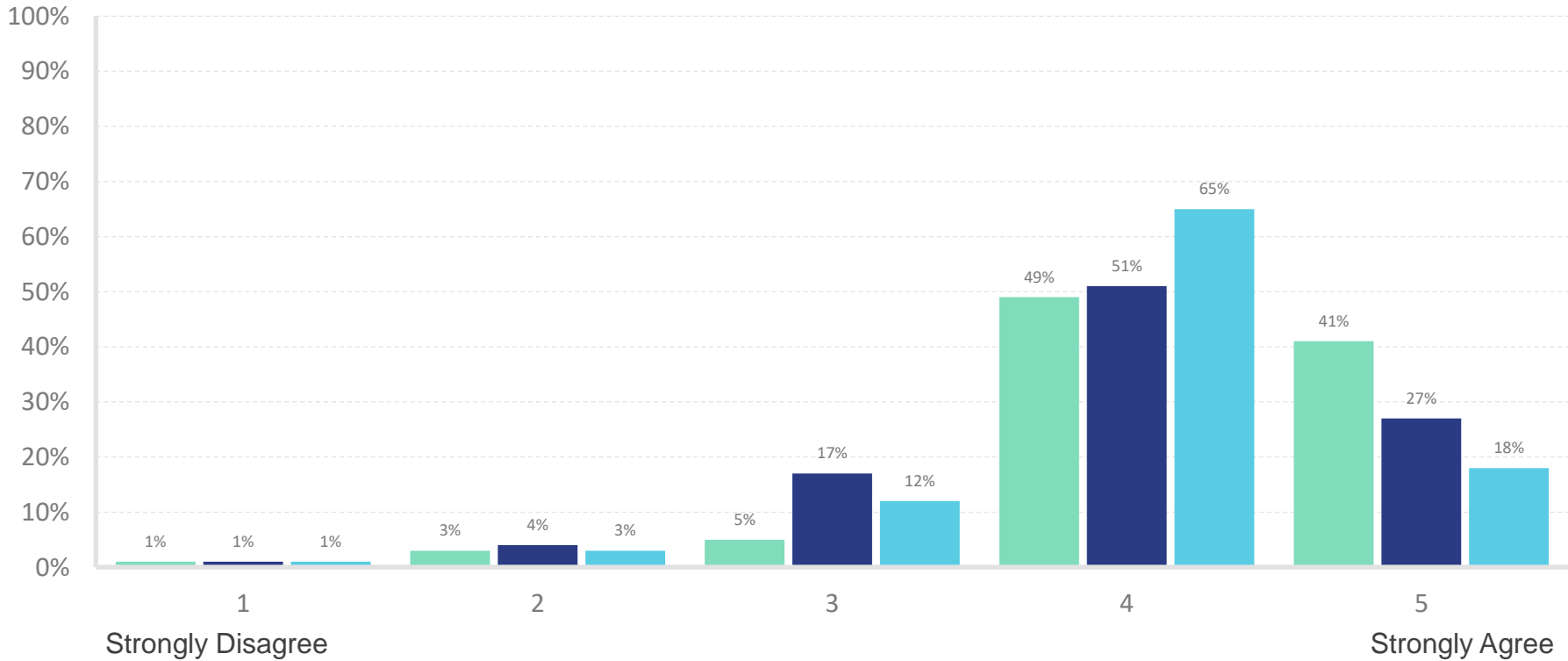
n = -



All

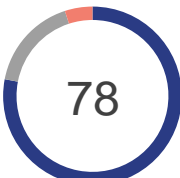
n = 1900

Alignment



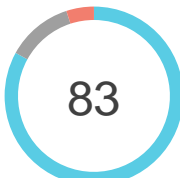
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

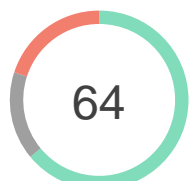
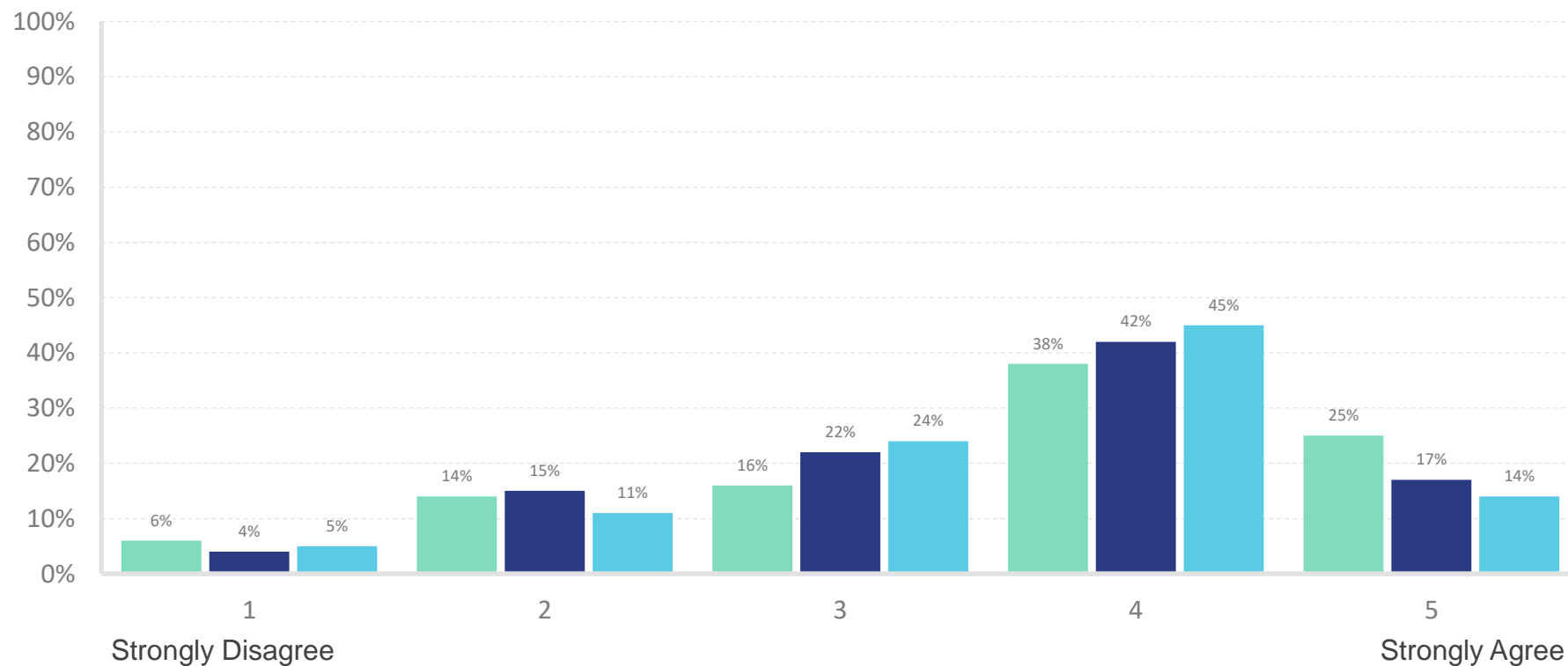
n = -



All

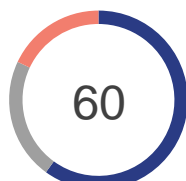
n = 1907

Engagement



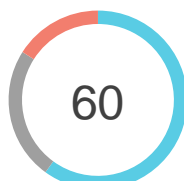
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

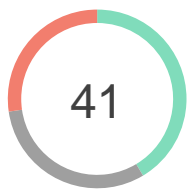
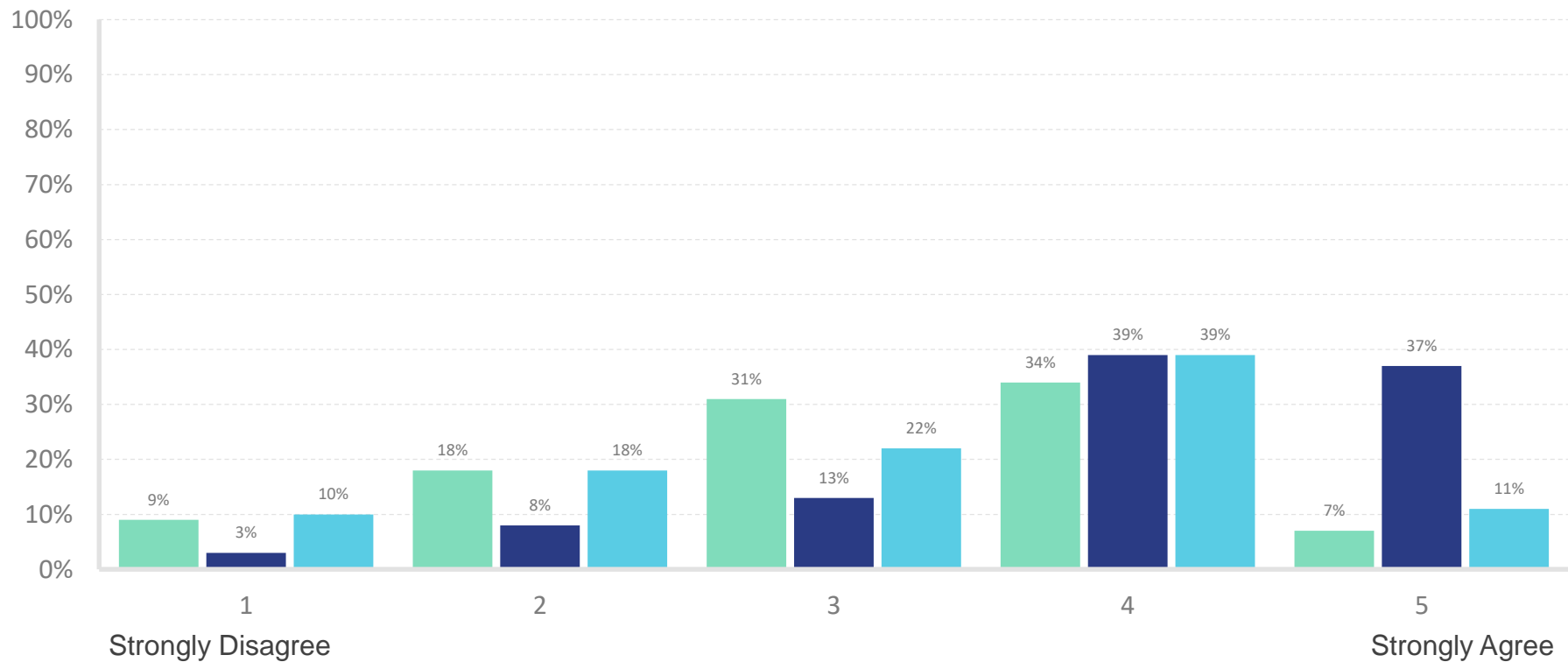
n = -



All

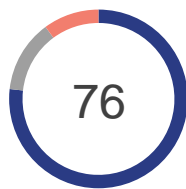
n = 1910

Valuing Employees



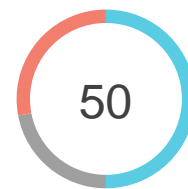
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

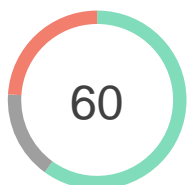
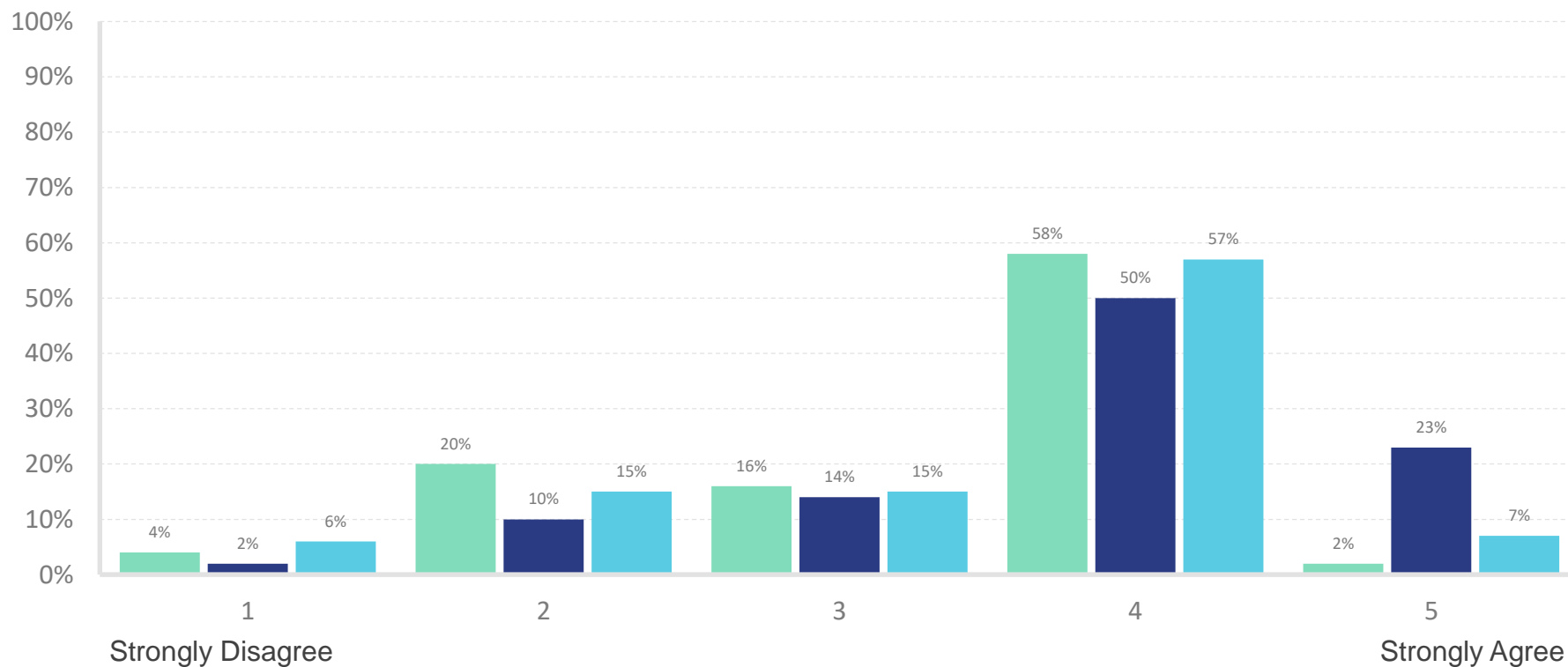
n = -



All

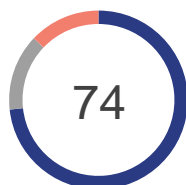
n = 1901

Safety & Well-Being



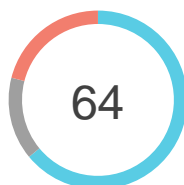
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

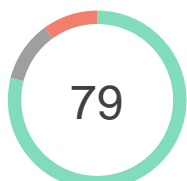
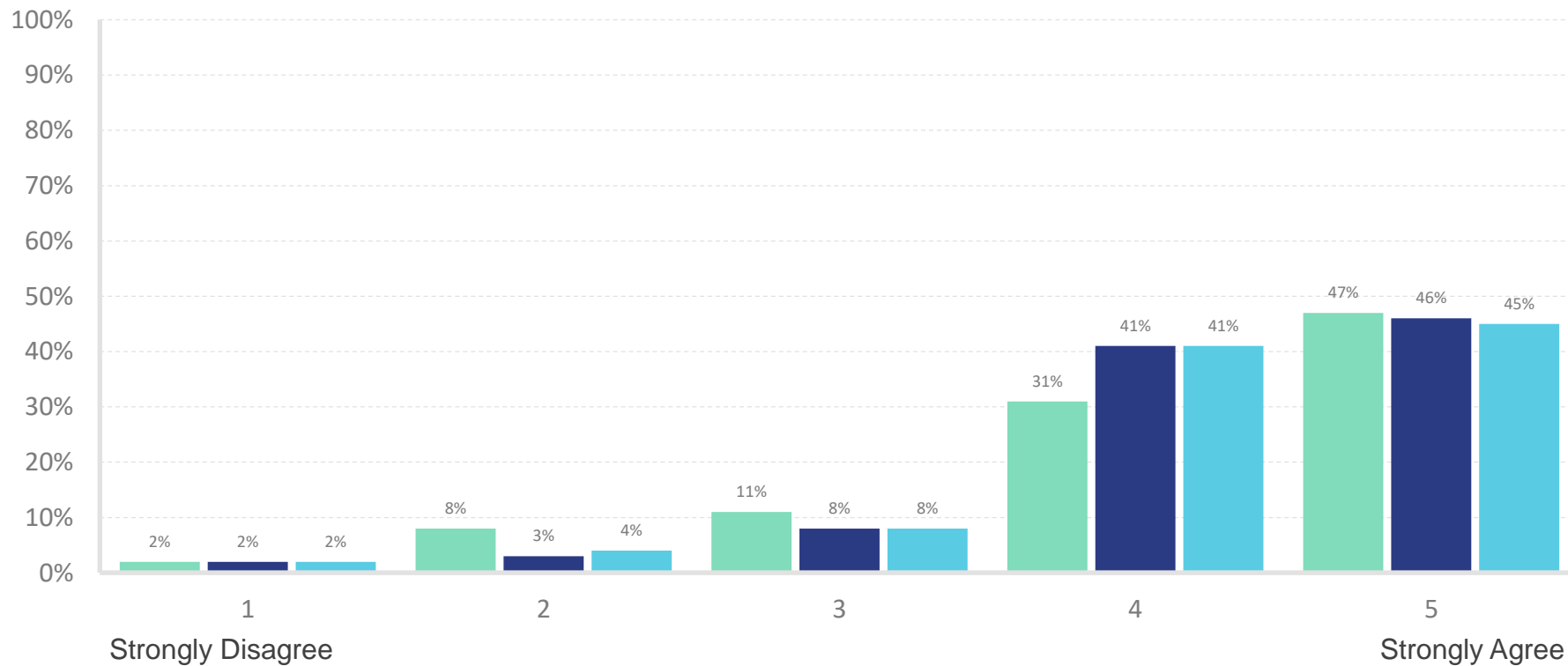
n = -



All

n = 1909

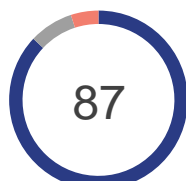
Valuing Employees



79

n = 99

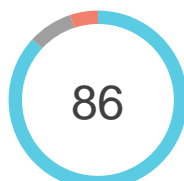
Directorate: Director's Office



87

n = -

Benchmark: Best Companies to Work For 2019

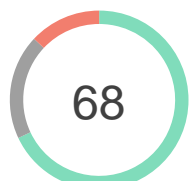
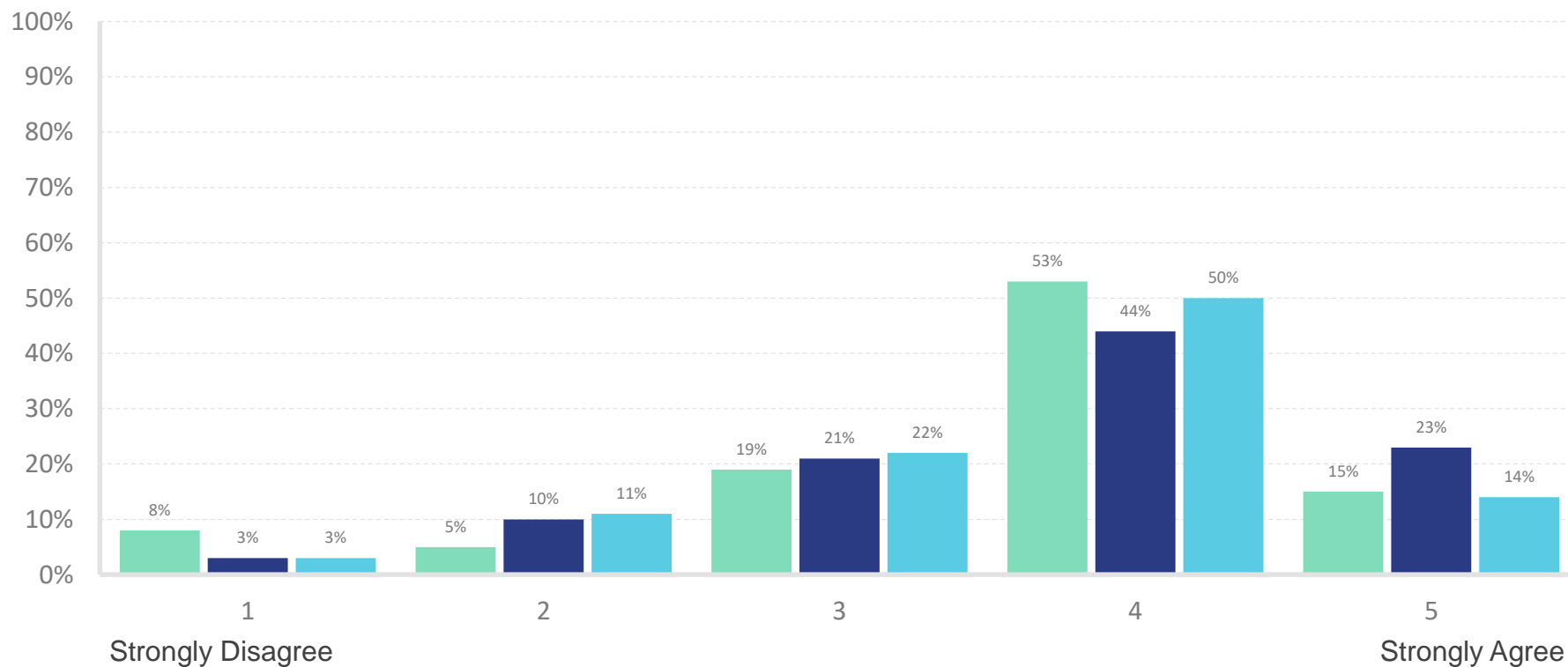


86

n = 1910

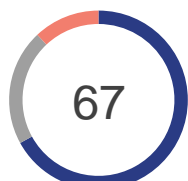
All

Growth & Development



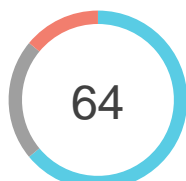
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

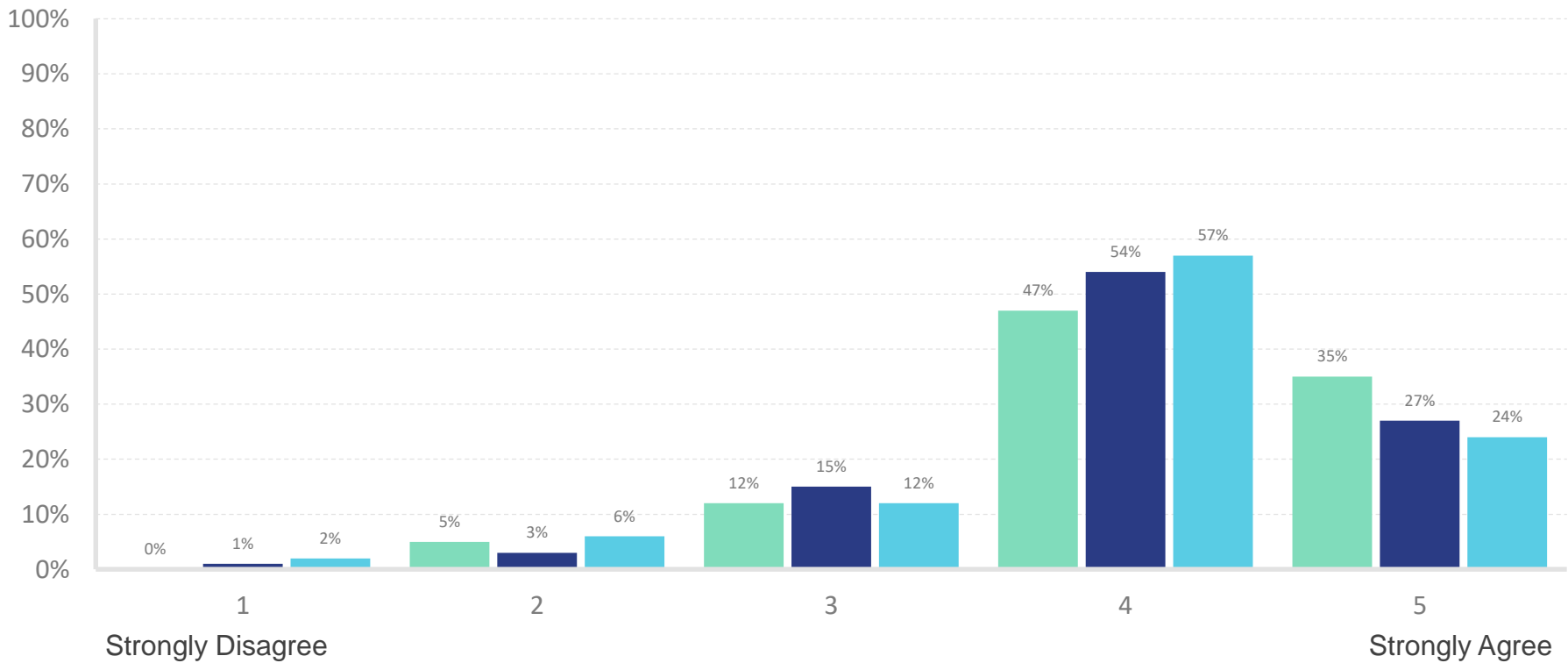
n = -



All

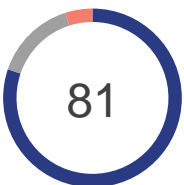
n = 1904

Collaboration



Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

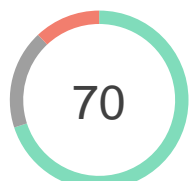
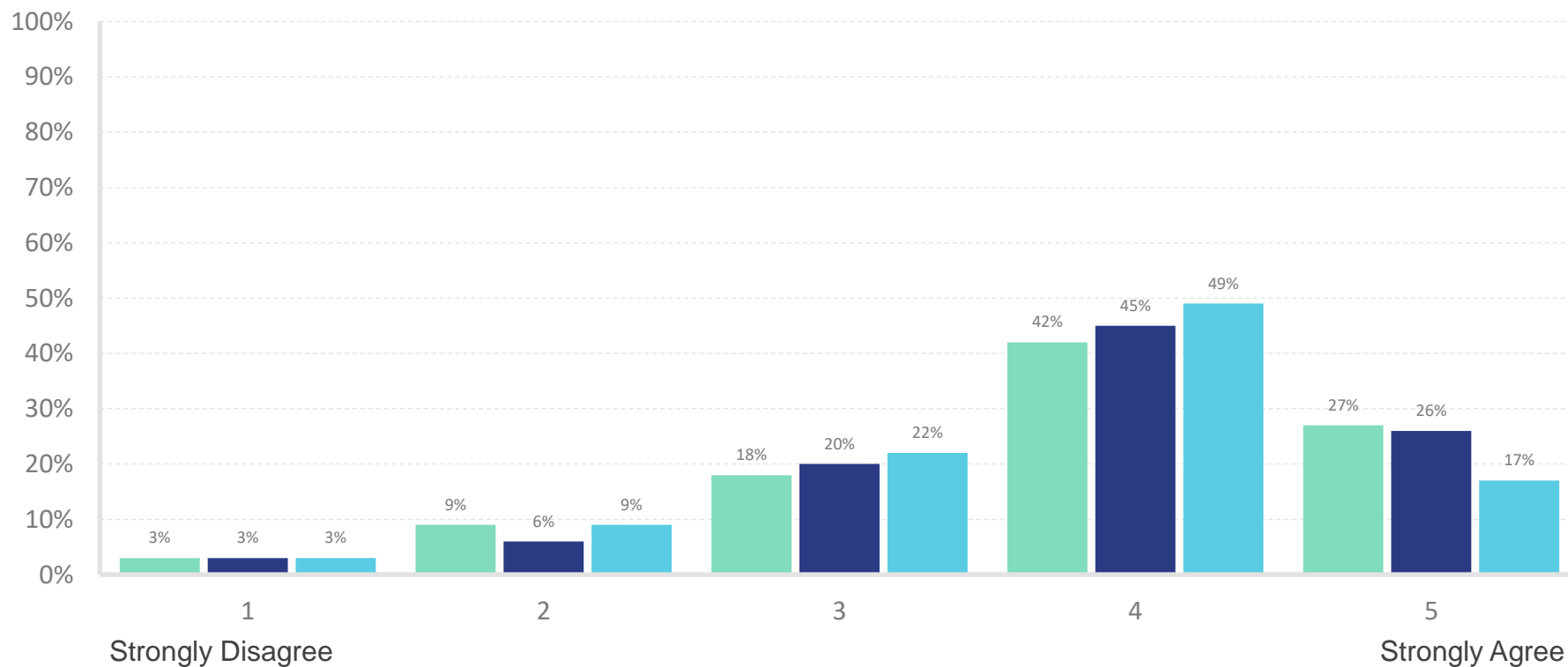
n = -



All

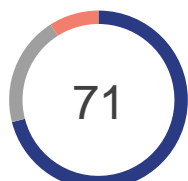
n = 1909

Engagement



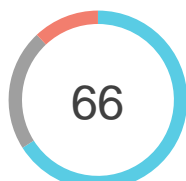
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

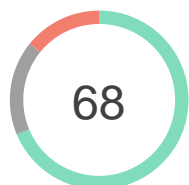
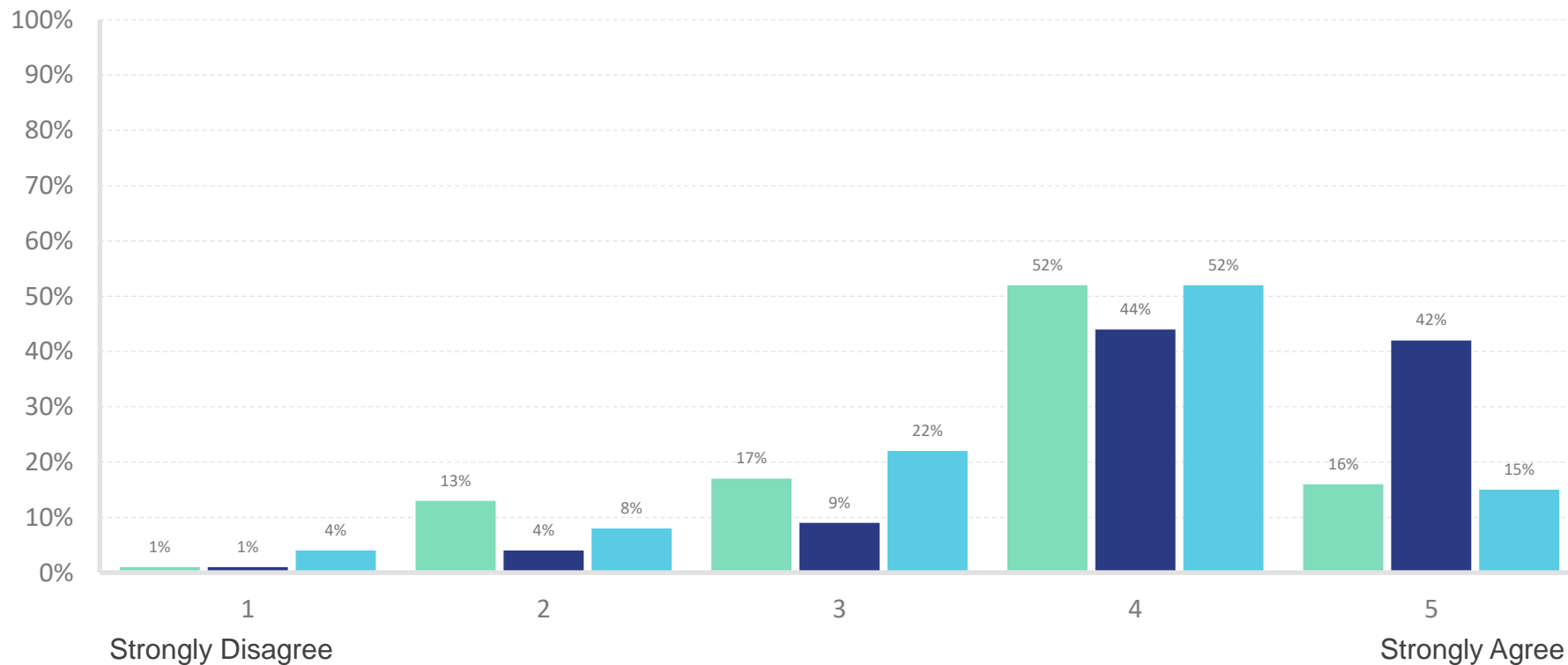
n = -



All

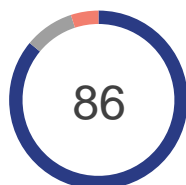
n = 1903

Inclusion & Diversity



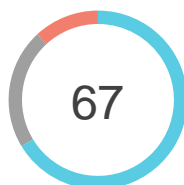
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

n = -

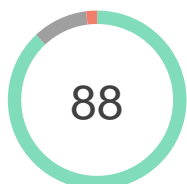
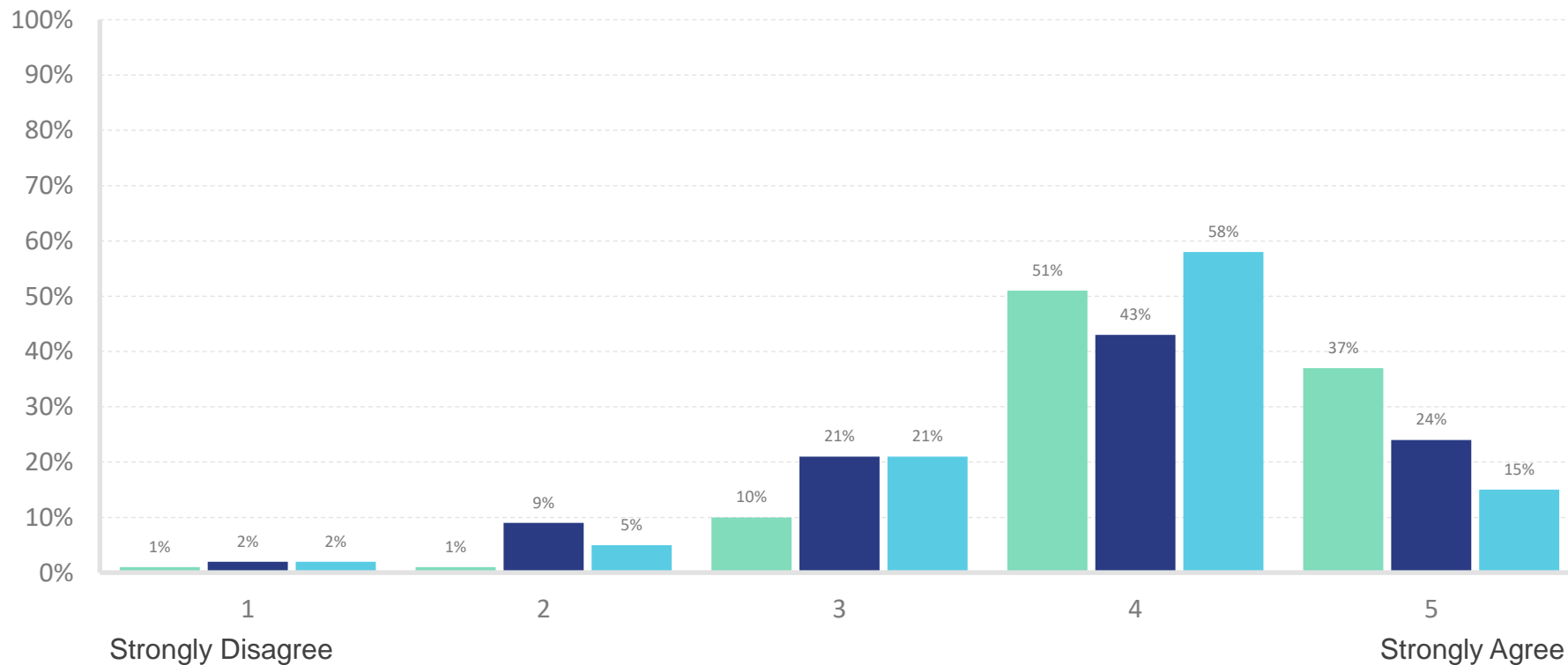


All

n = 1892

I can see a clear link between my work and BNL's goals and objectives.

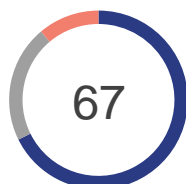
Alignment



88

Directorate: Director's Office

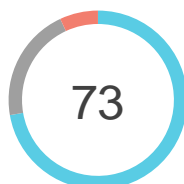
n = 99



67

Benchmark: Best Companies to Work For 2019

n = -



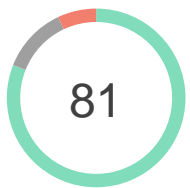
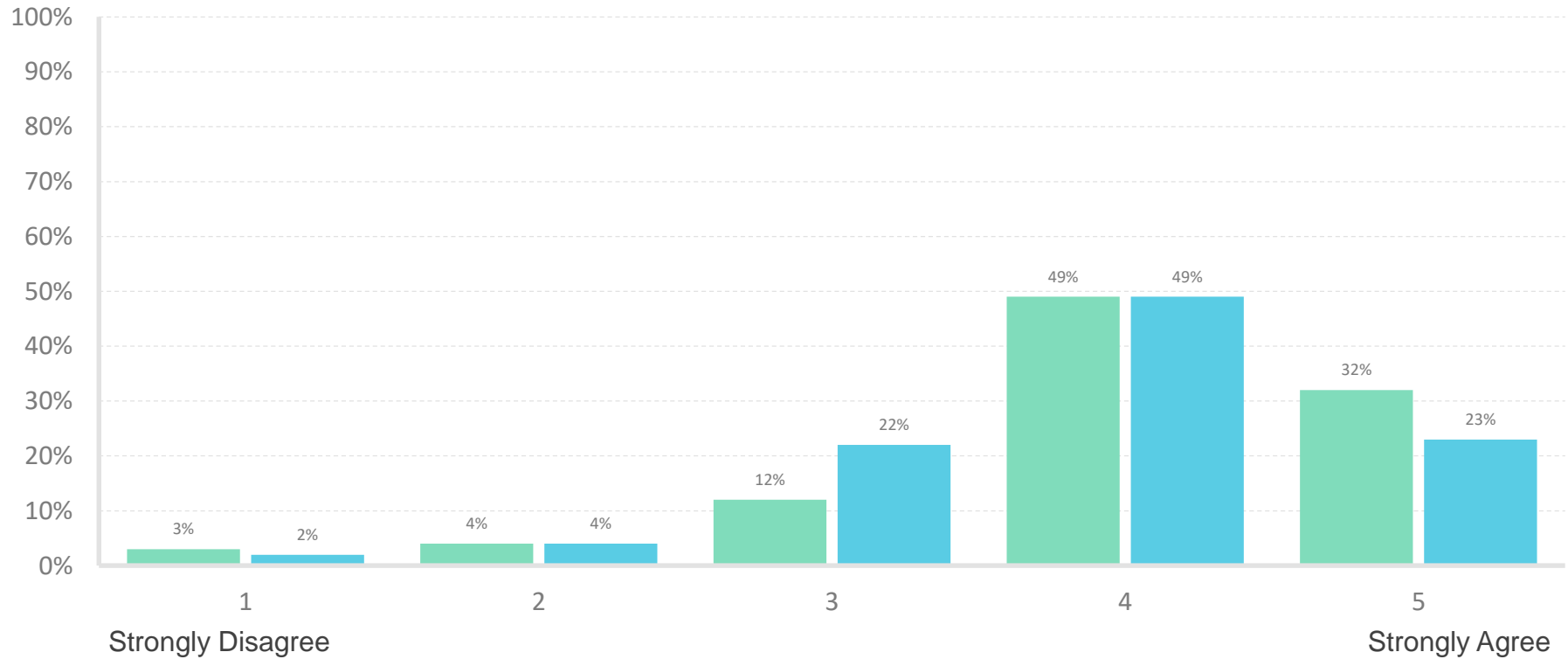
73

All

n = 1905

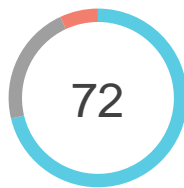
My supervisor supports me when I want to spend some of my work time on professional activities that are separate from my every-day responsibilities.

Valuing Employees



Directorate: Director's Office

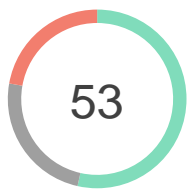
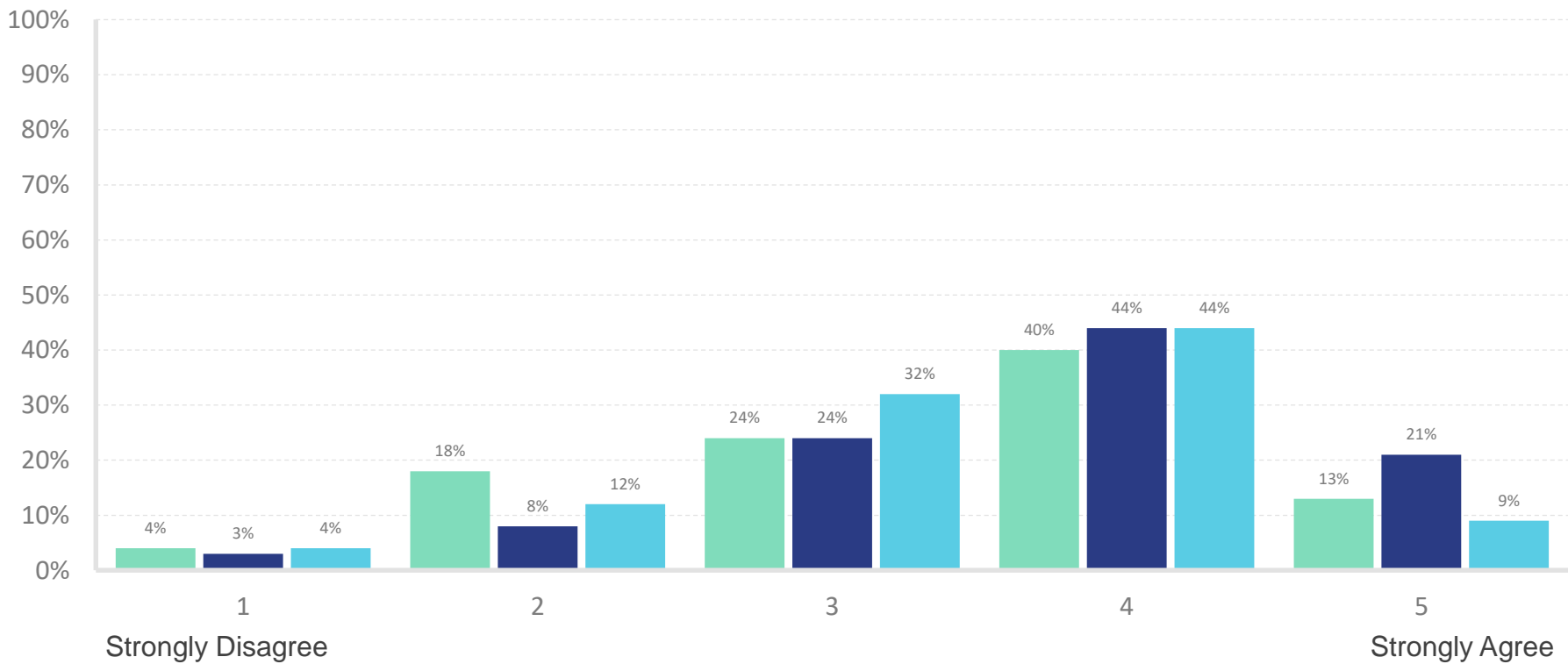
n = 98



All

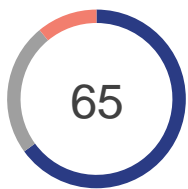
n = 1880

Growth & Development



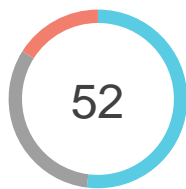
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

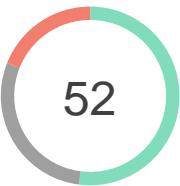
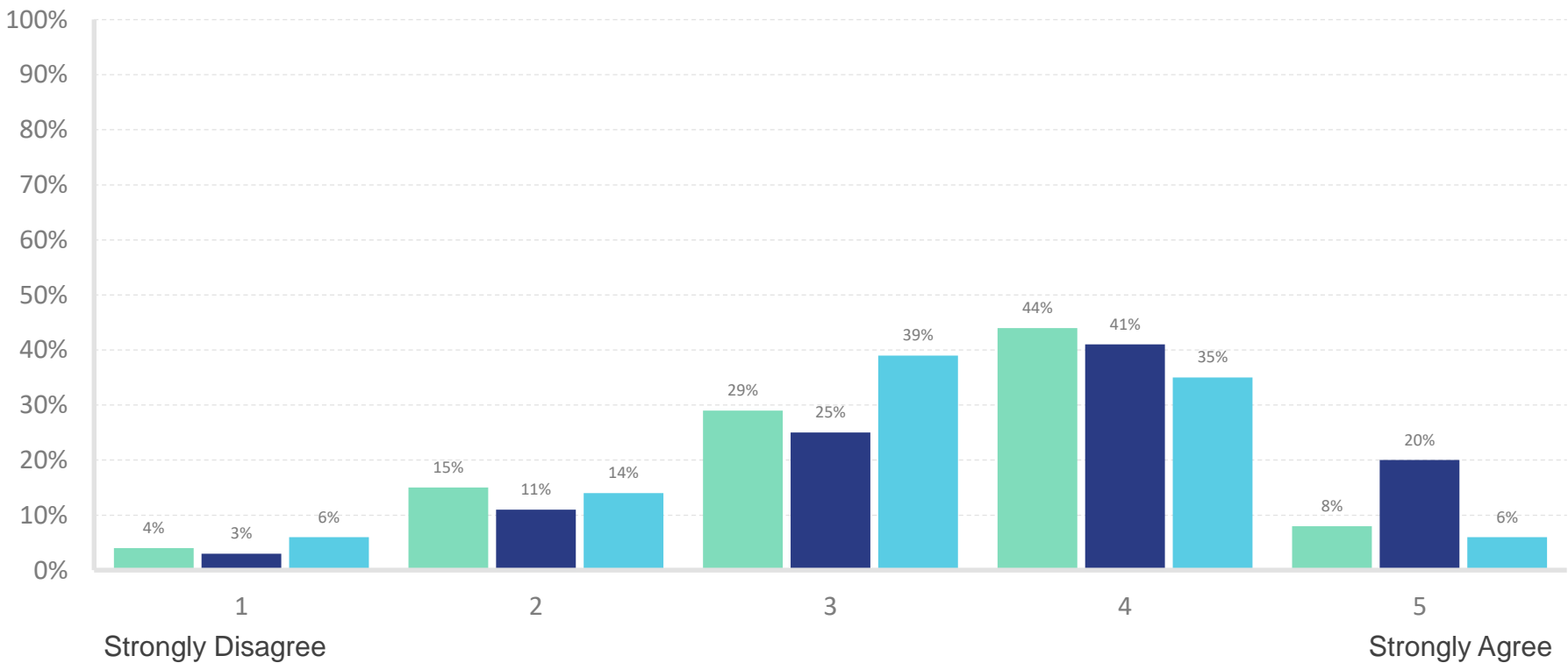
n = -



All

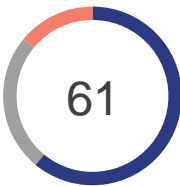
n = 1889

Empowerment



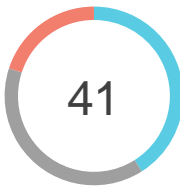
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

n = -

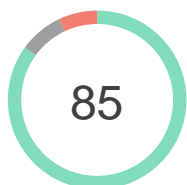
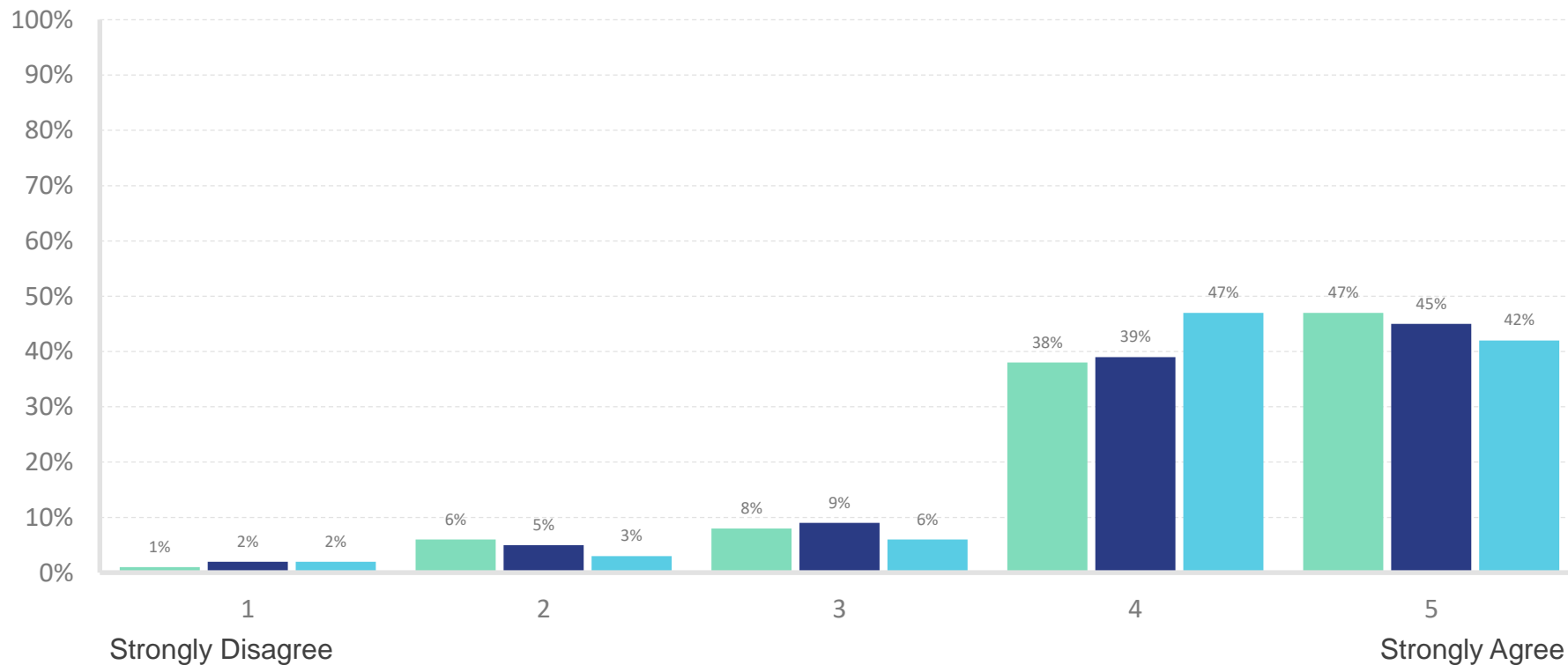


All

n = 1877

I feel free to go to my immediate supervisor when I have a question or problem.

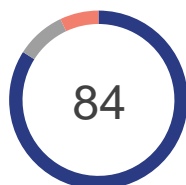
Communication



85

n = 98

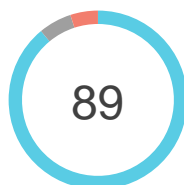
Directorate: Director's Office



84

n = -

Benchmark: Best Companies to Work For 2019

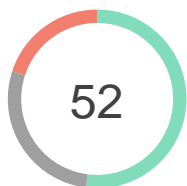
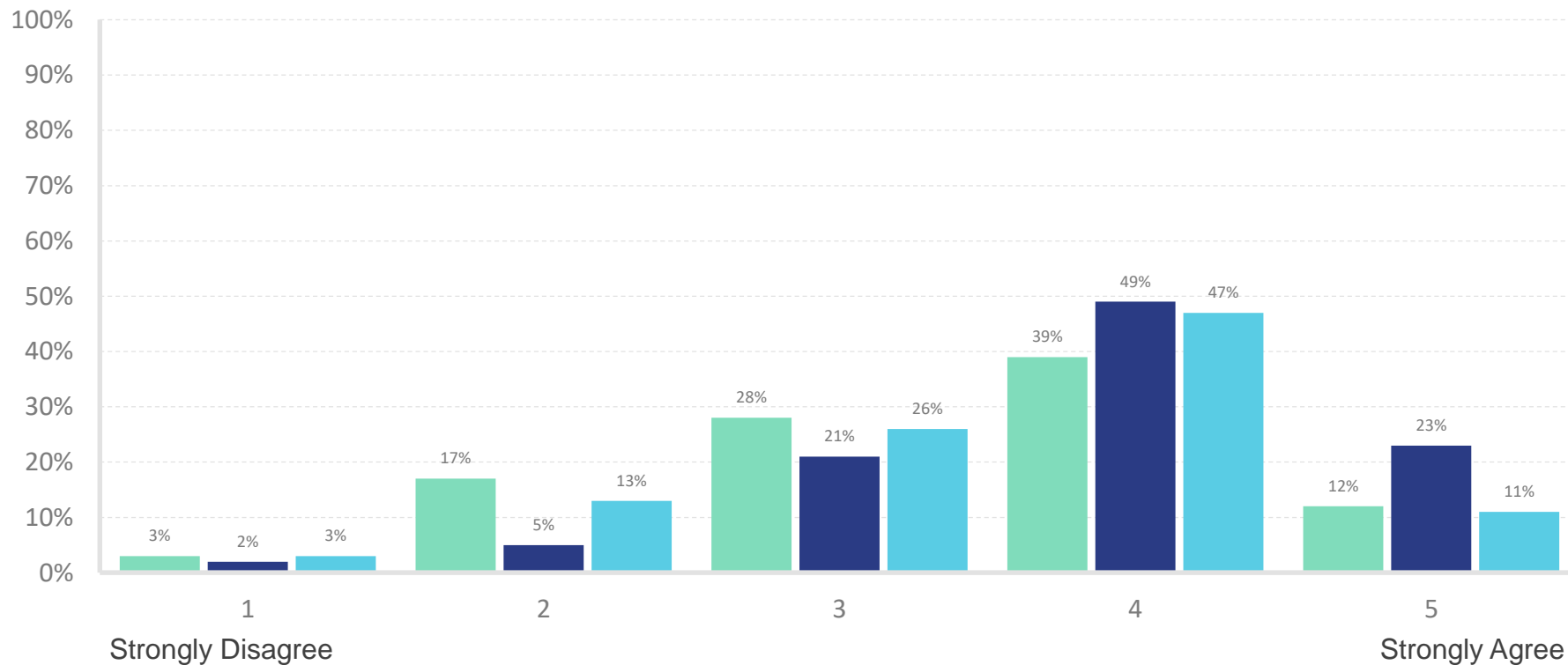


89

n = 1910

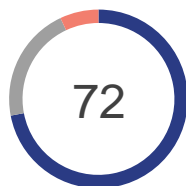
All

Collaboration



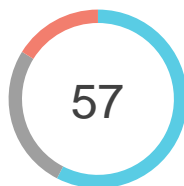
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

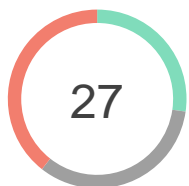
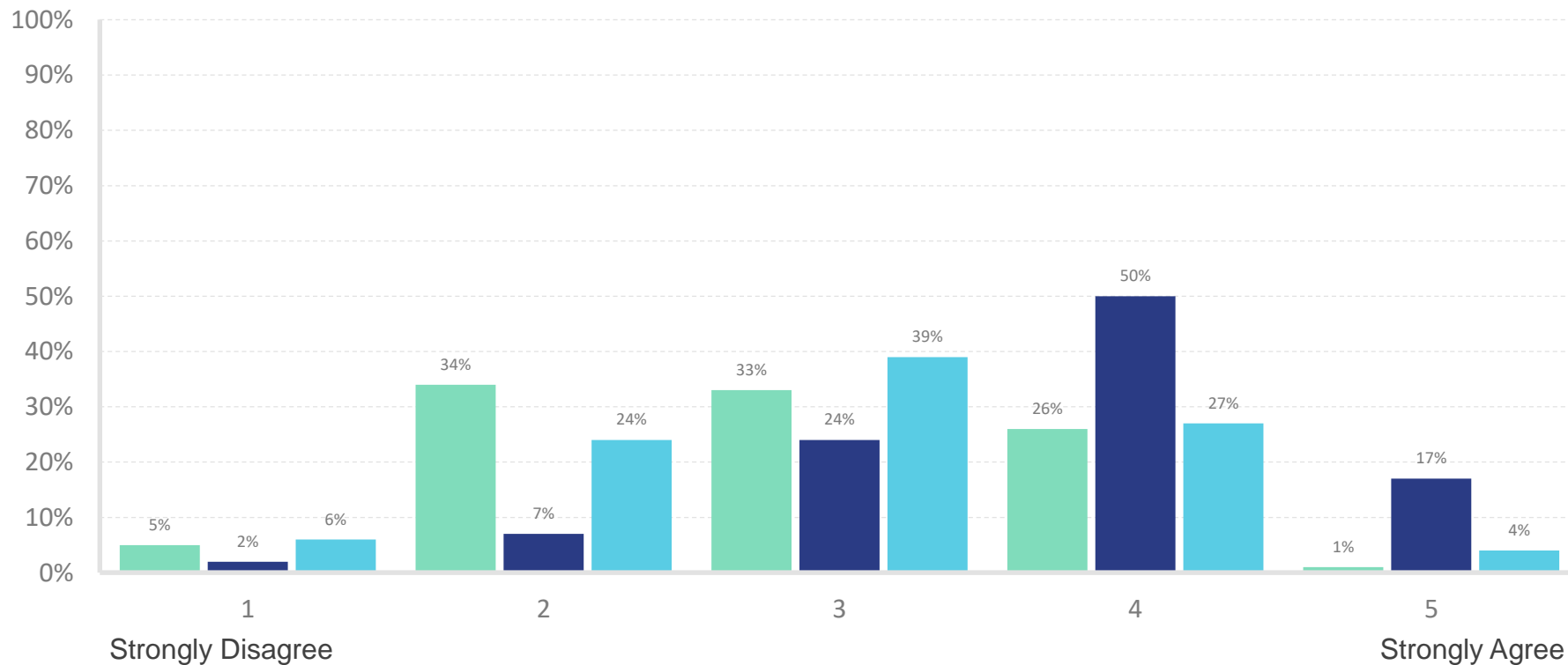
n = -



All

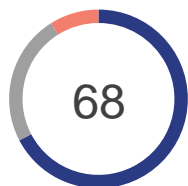
n = 1897

Agility



Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

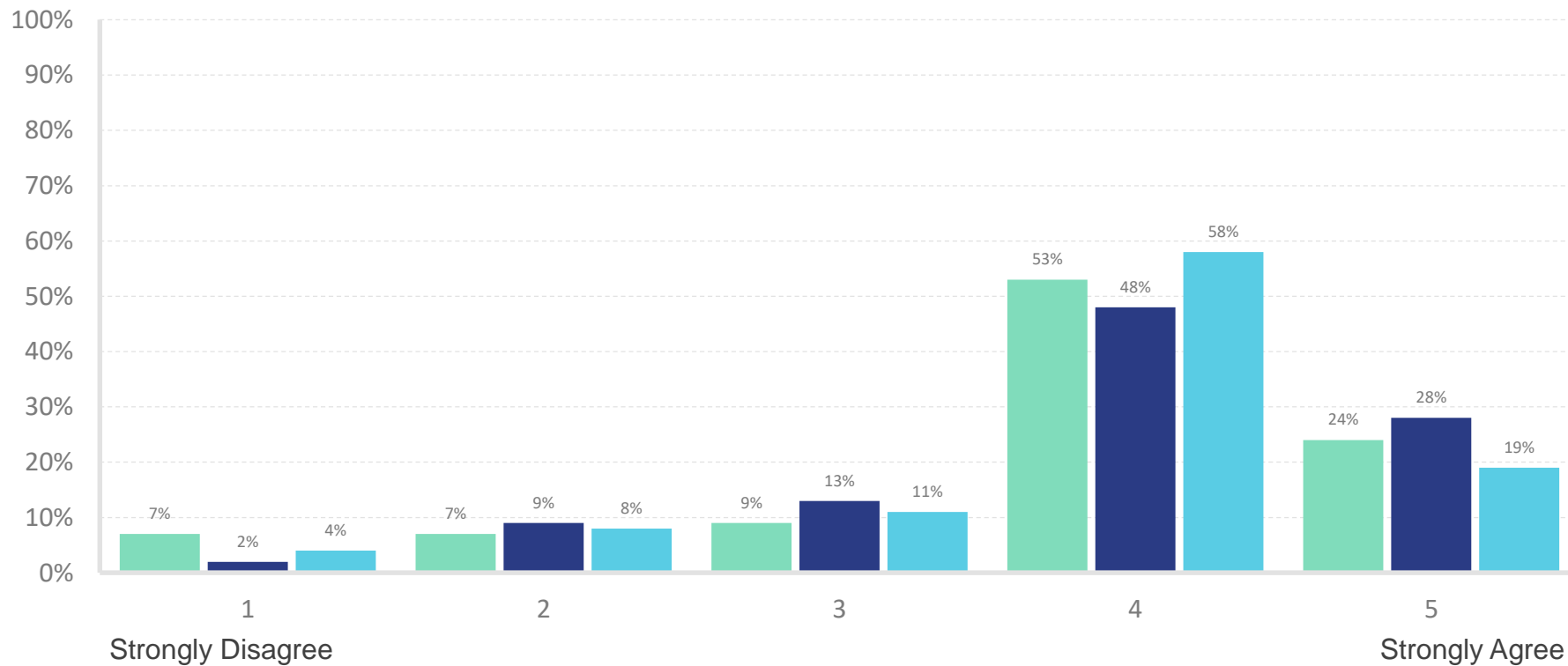
n = -



All

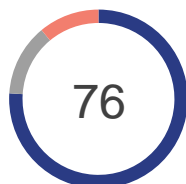
n = 1889

Growth & Development



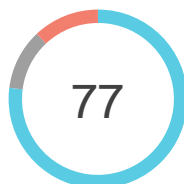
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

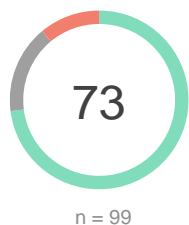
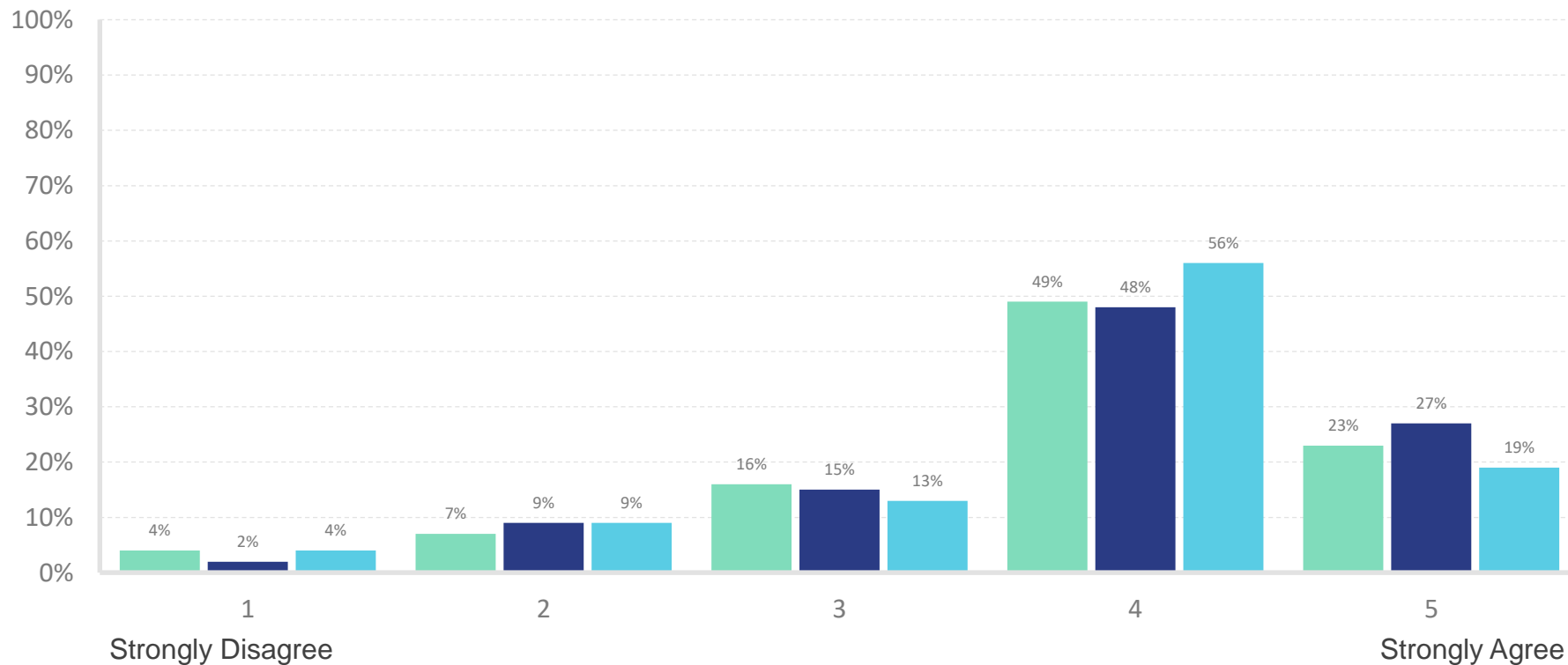
n = -



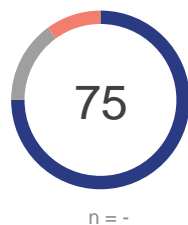
All

n = 1913

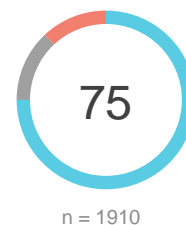
Empowerment



Directorate: Director's Office

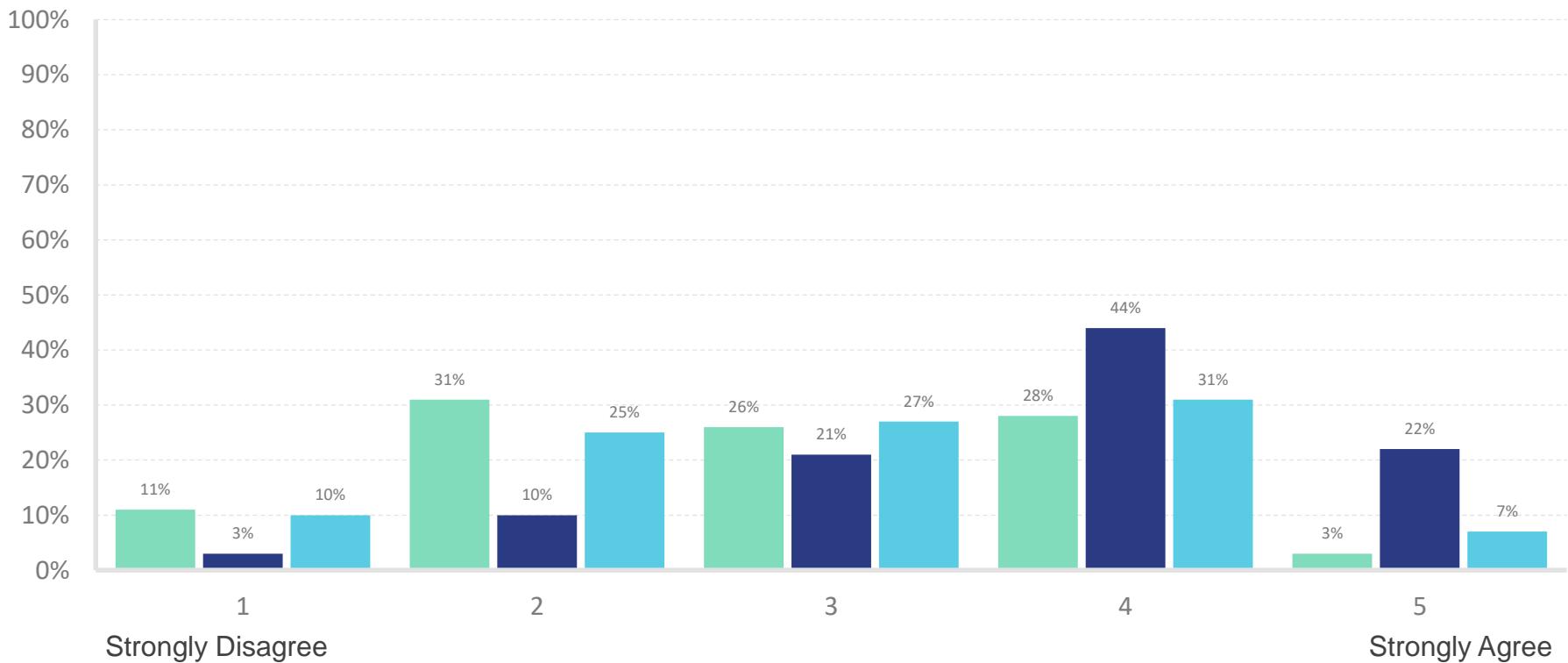


Benchmark: Best Companies to Work For 2019



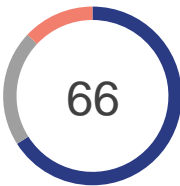
All

Efficiency



Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

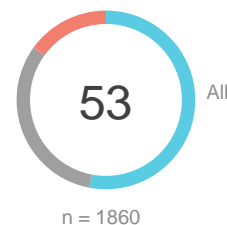
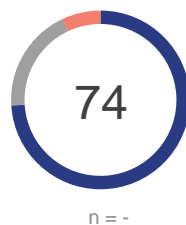
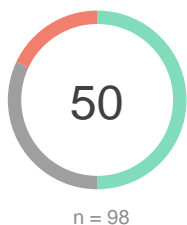
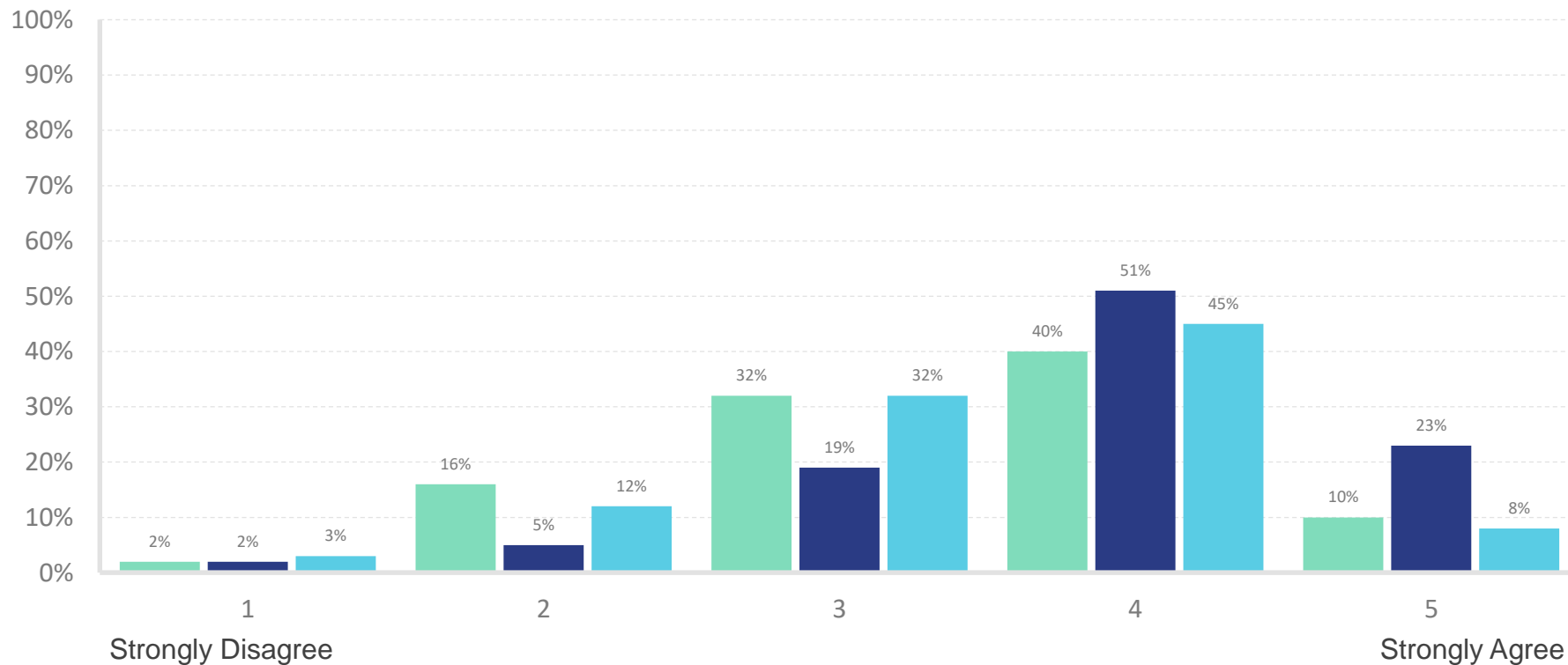
n = -



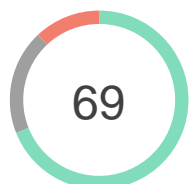
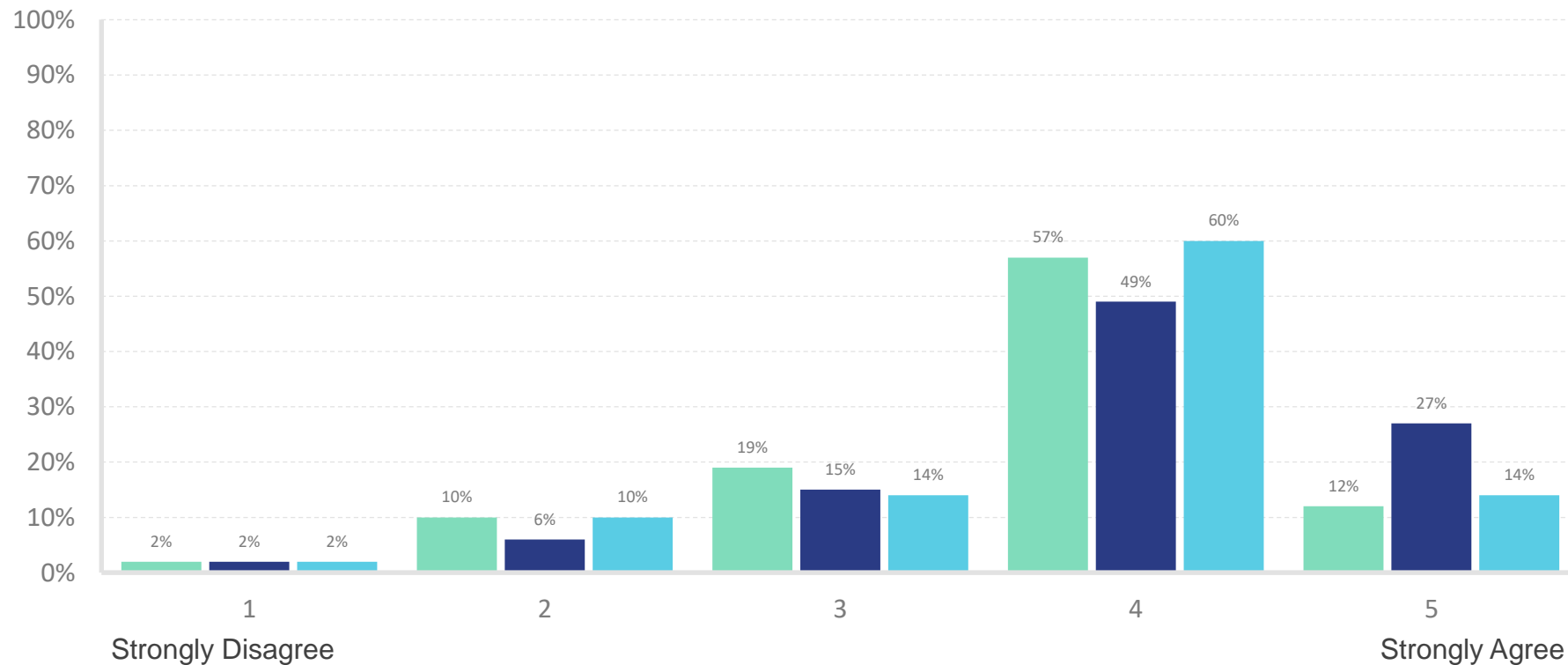
All

n = 1908

Collaboration



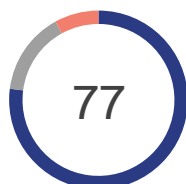
Efficiency



69

n = 99

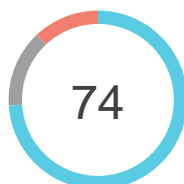
Directorate: Director's Office



77

n = -

Benchmark: Best Companies to Work For 2019

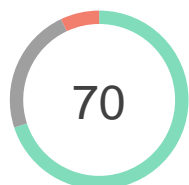
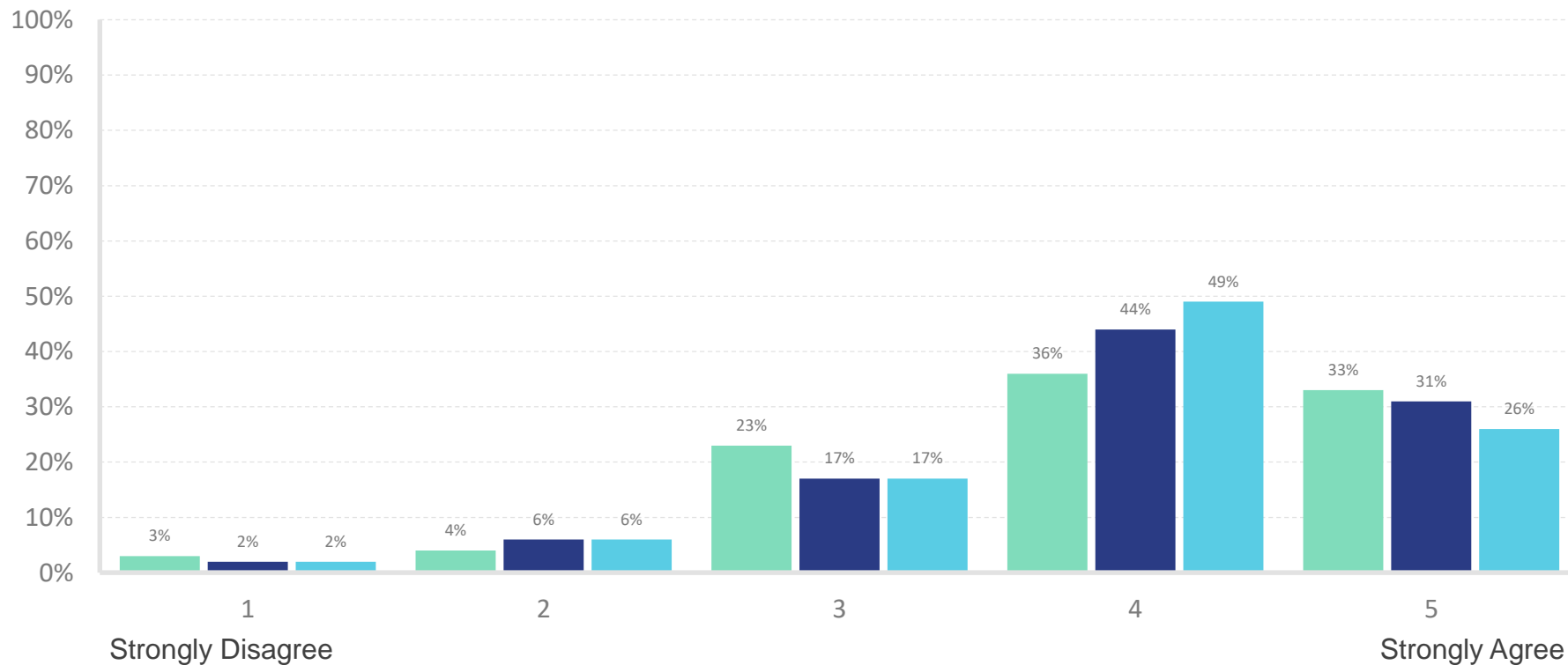


74

n = 1911

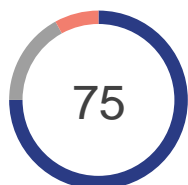
All

Inclusion & Diversity



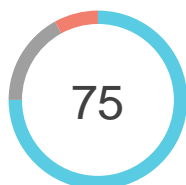
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

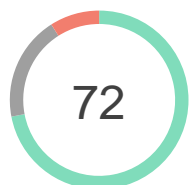
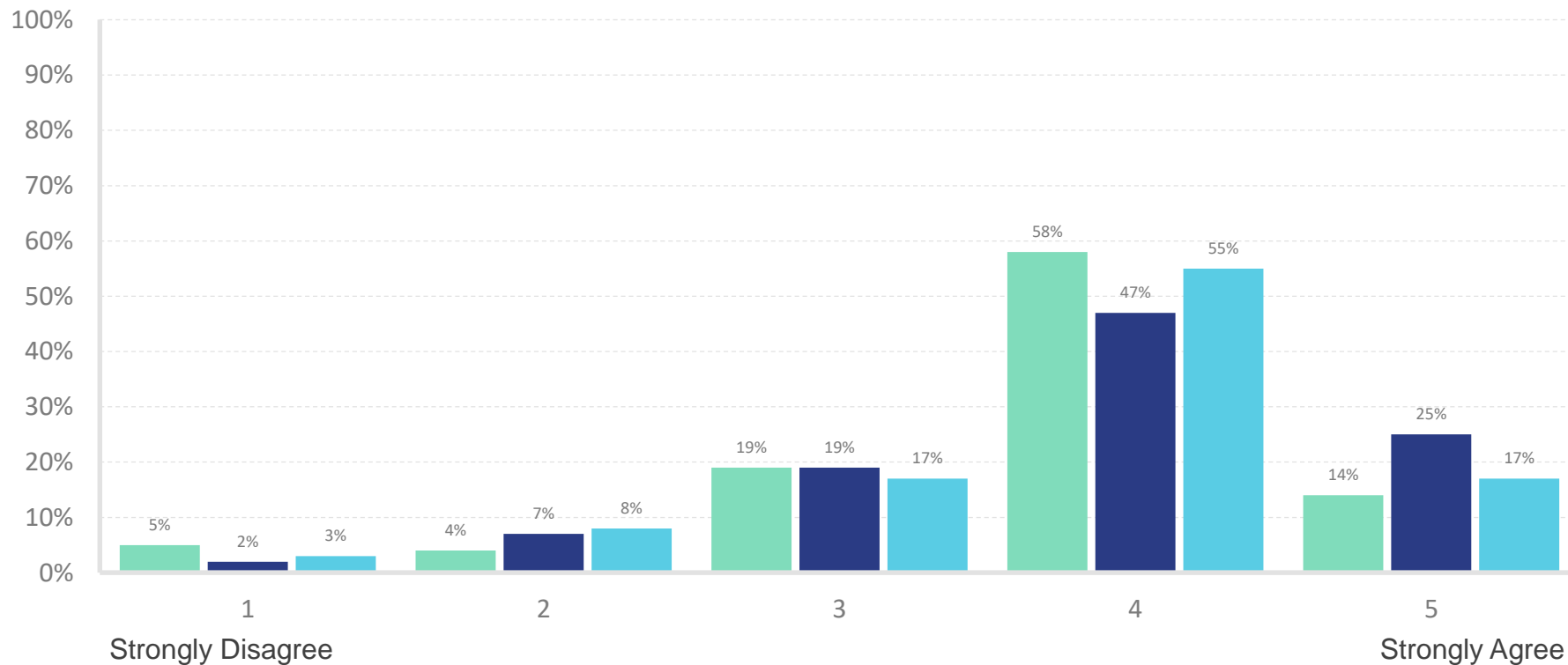
n = -



All

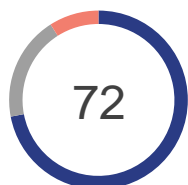
n = 1897

Growth & Development



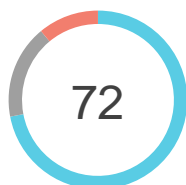
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

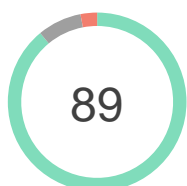
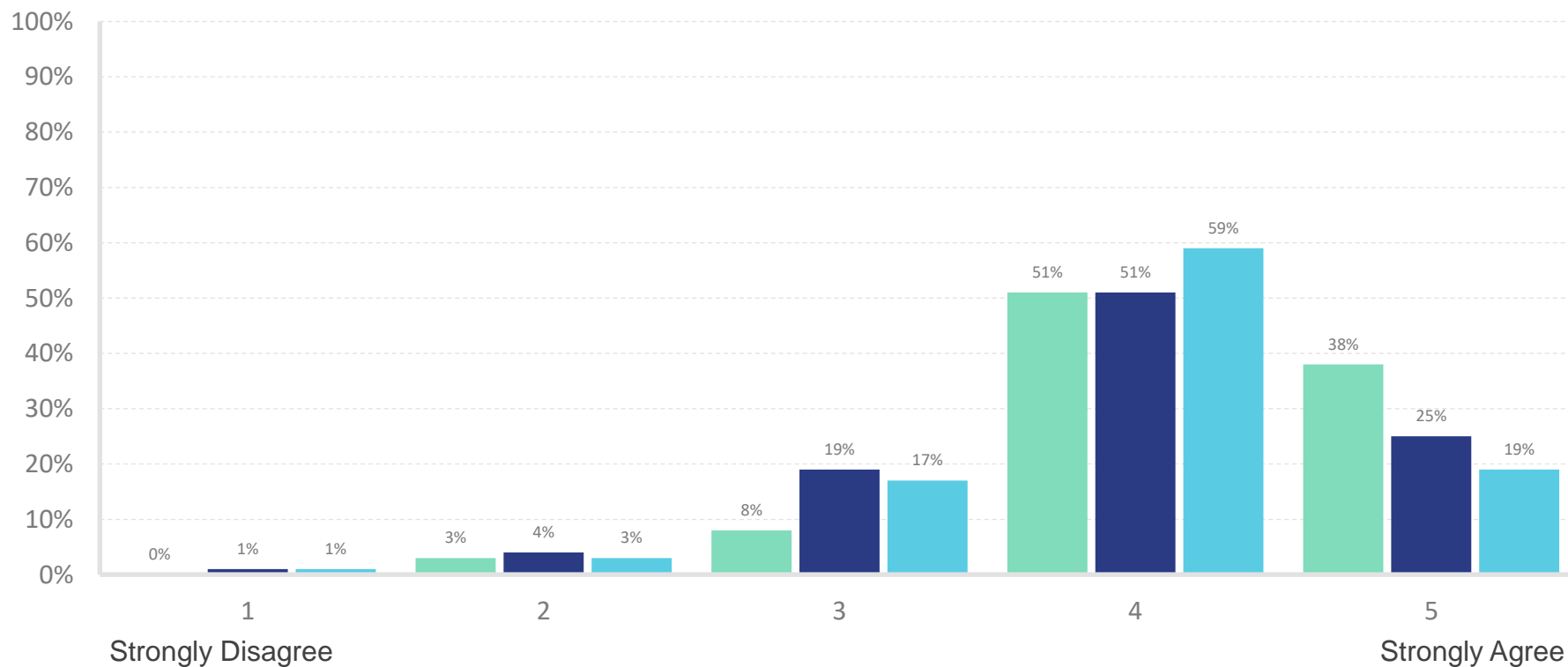
n = -



All

n = 1903

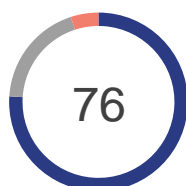
Alignment



89

Directorate: Director's Office

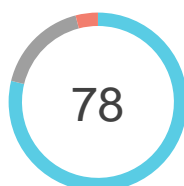
n = 98



76

Benchmark: Best Companies to Work For 2019

n = -

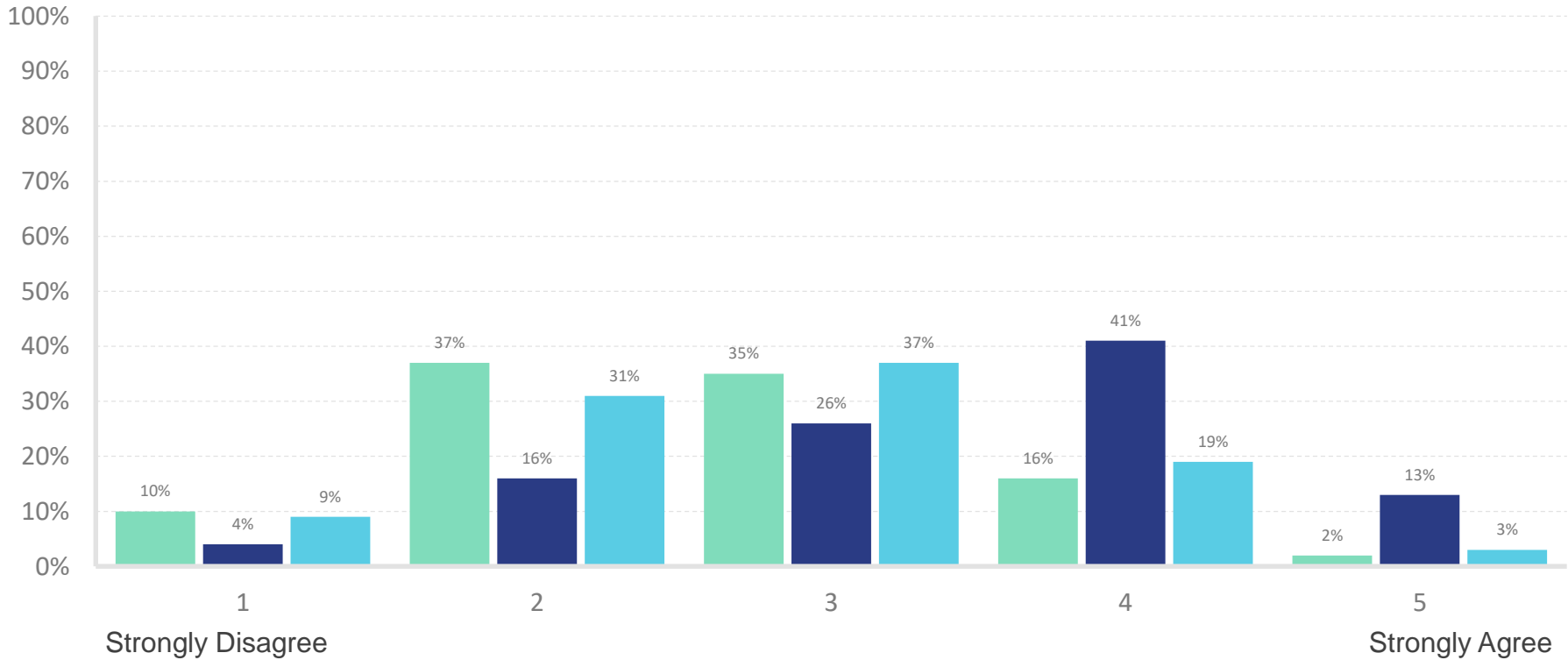


78

All

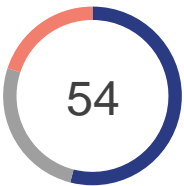
n = 1899

Agility



Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

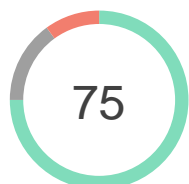
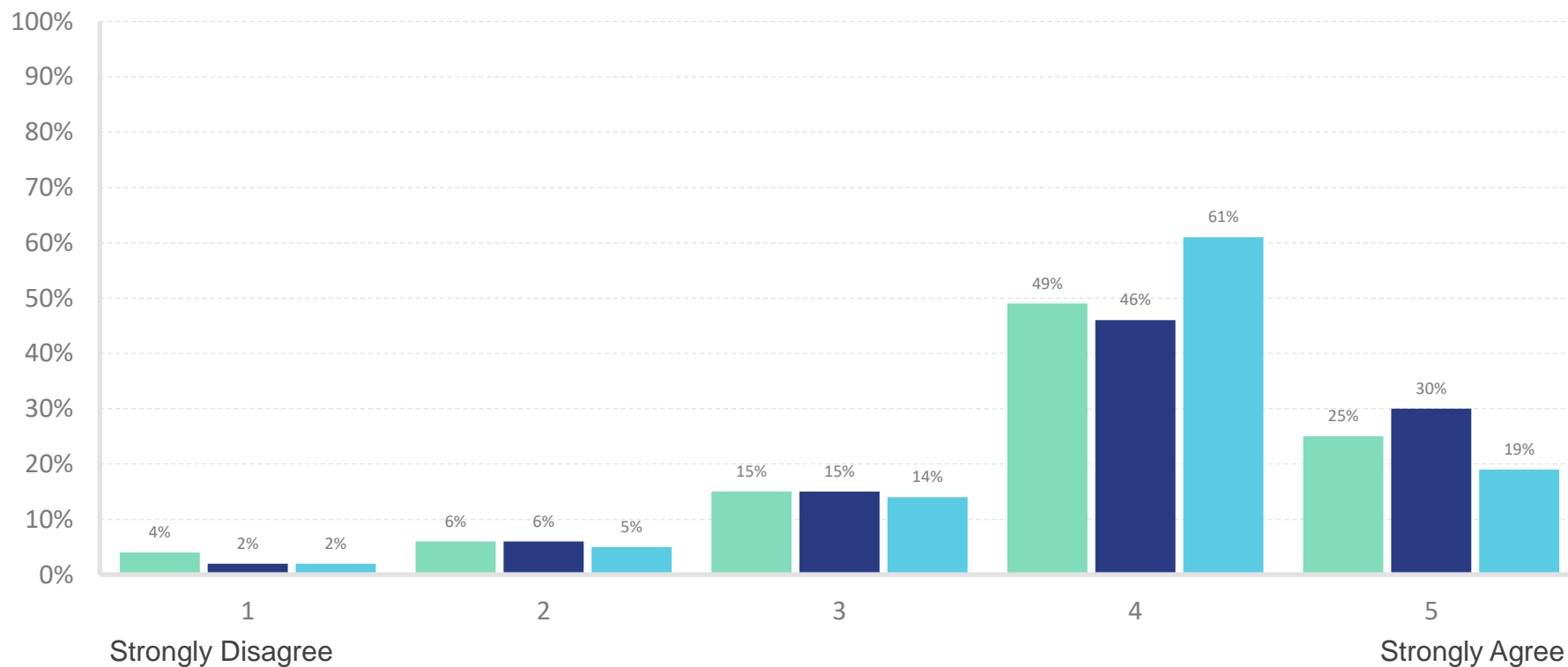
n = -



All

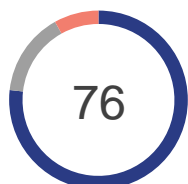
n = 1874

Growth & Development



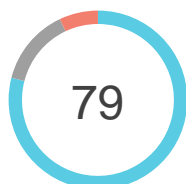
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

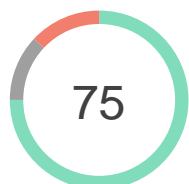
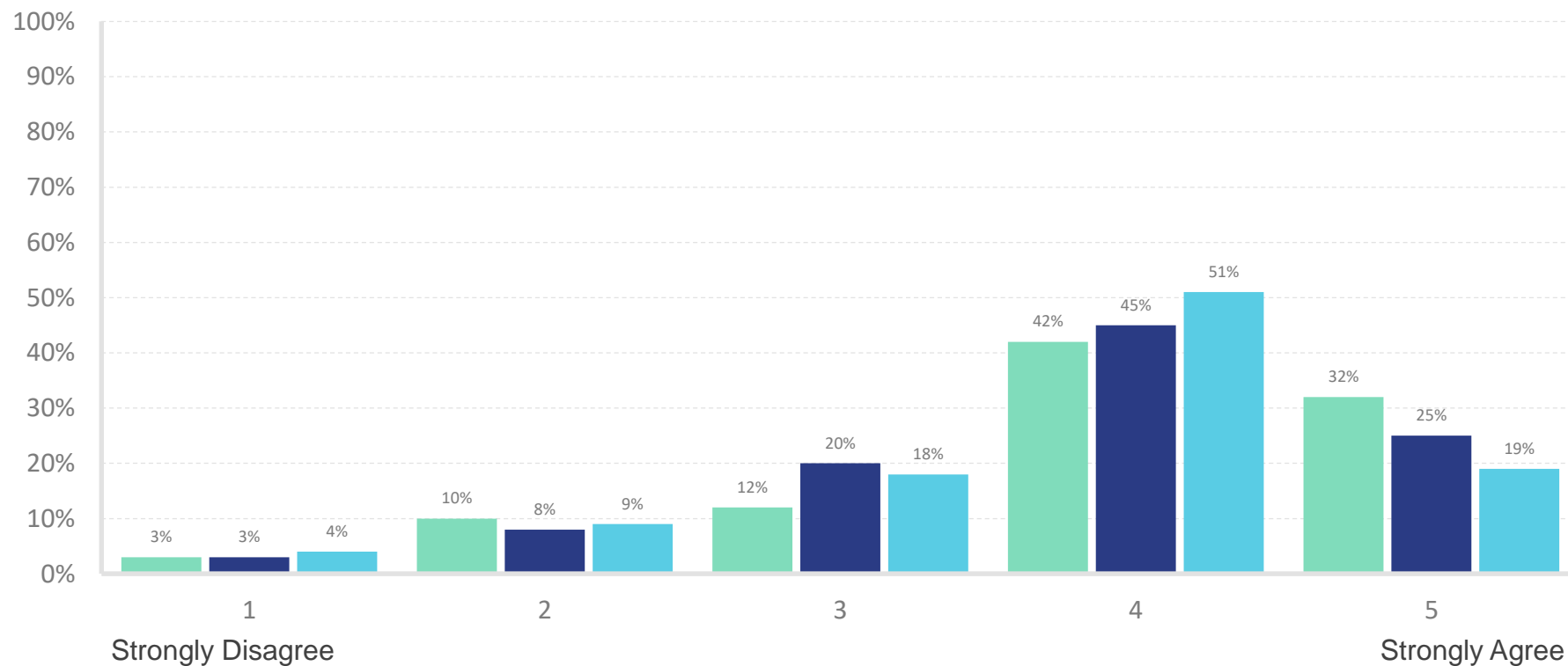
n = -



All

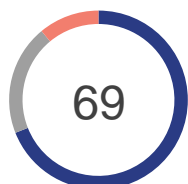
n = 1894

Efficiency



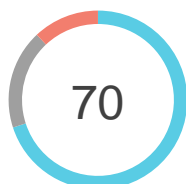
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

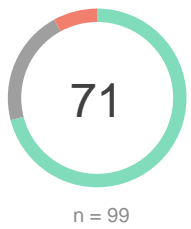
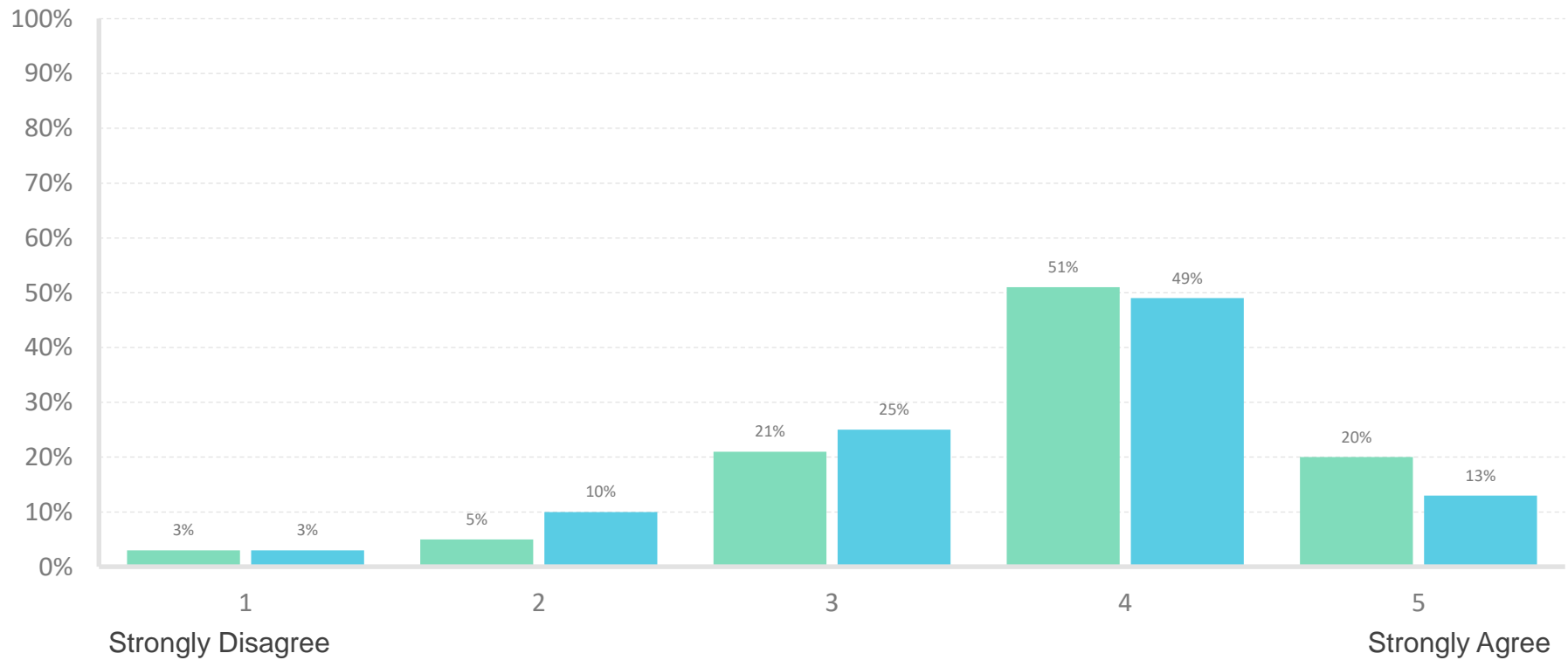
n = -



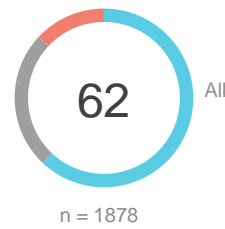
All

n = 1906

Valuing Employees

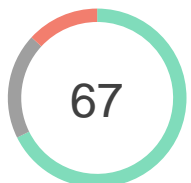
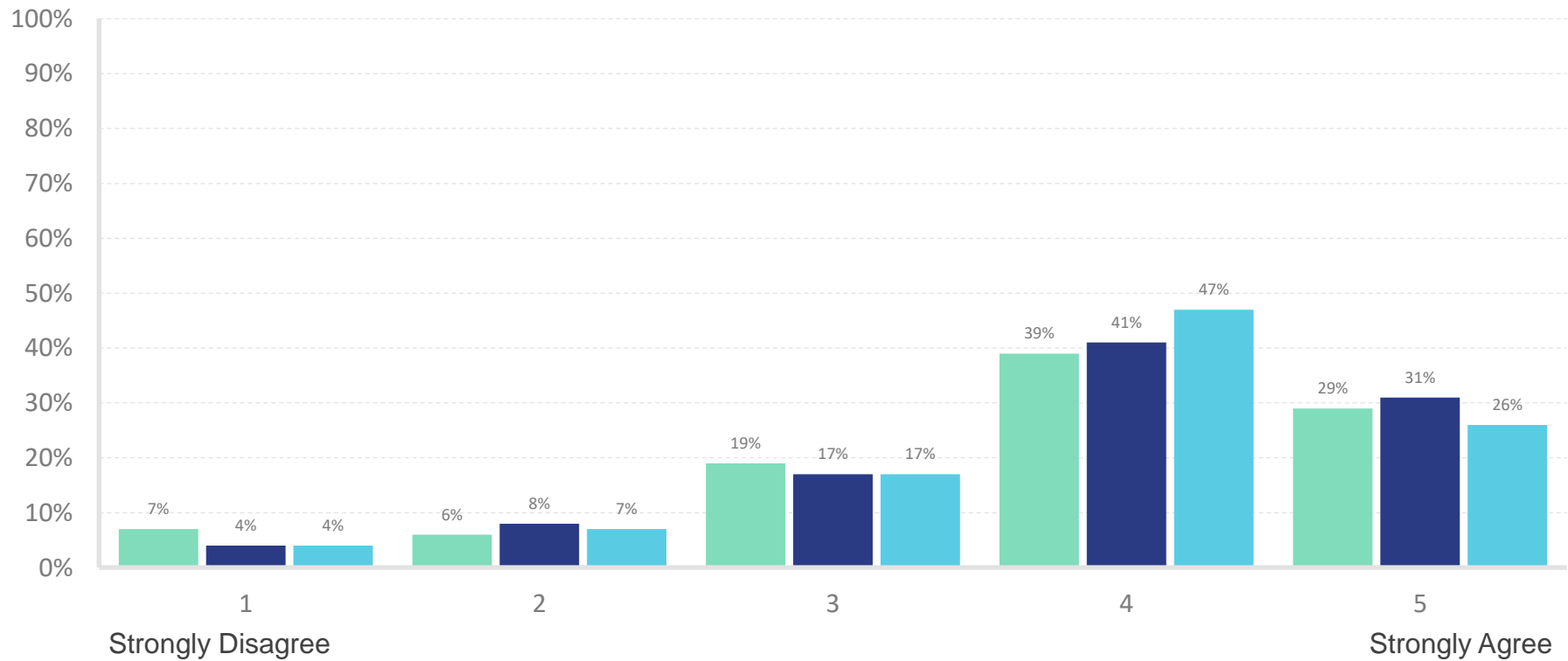


Directorate: Director's Office



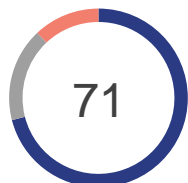
All

Safety & Well-Being



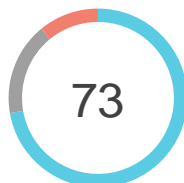
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

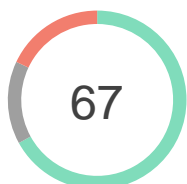
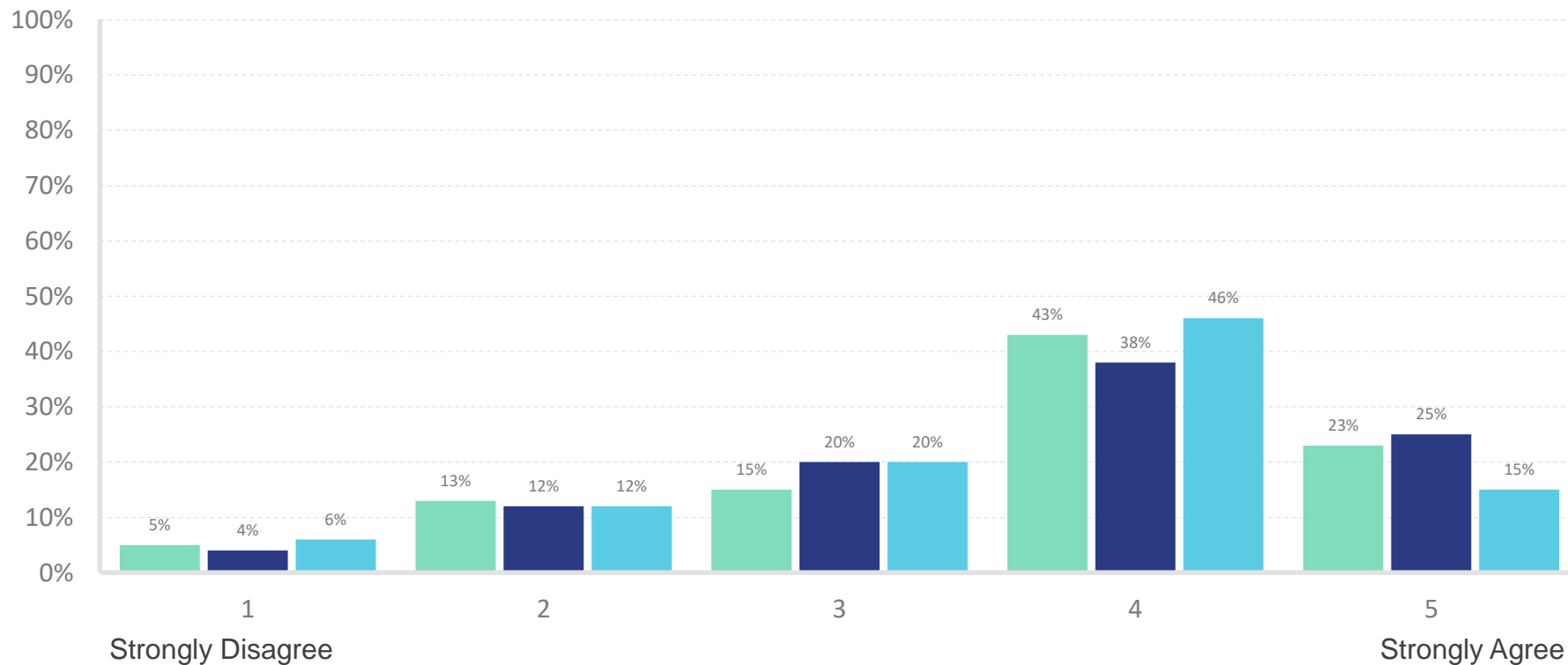
n = -



All

n = 1899

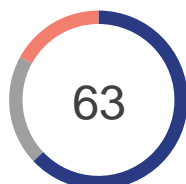
Valuing Employees



67

n = 99

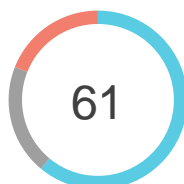
Directorate: Director's Office



63

n = -

Benchmark: Best Companies to Work For 2019

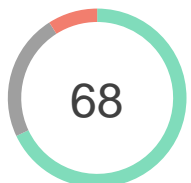
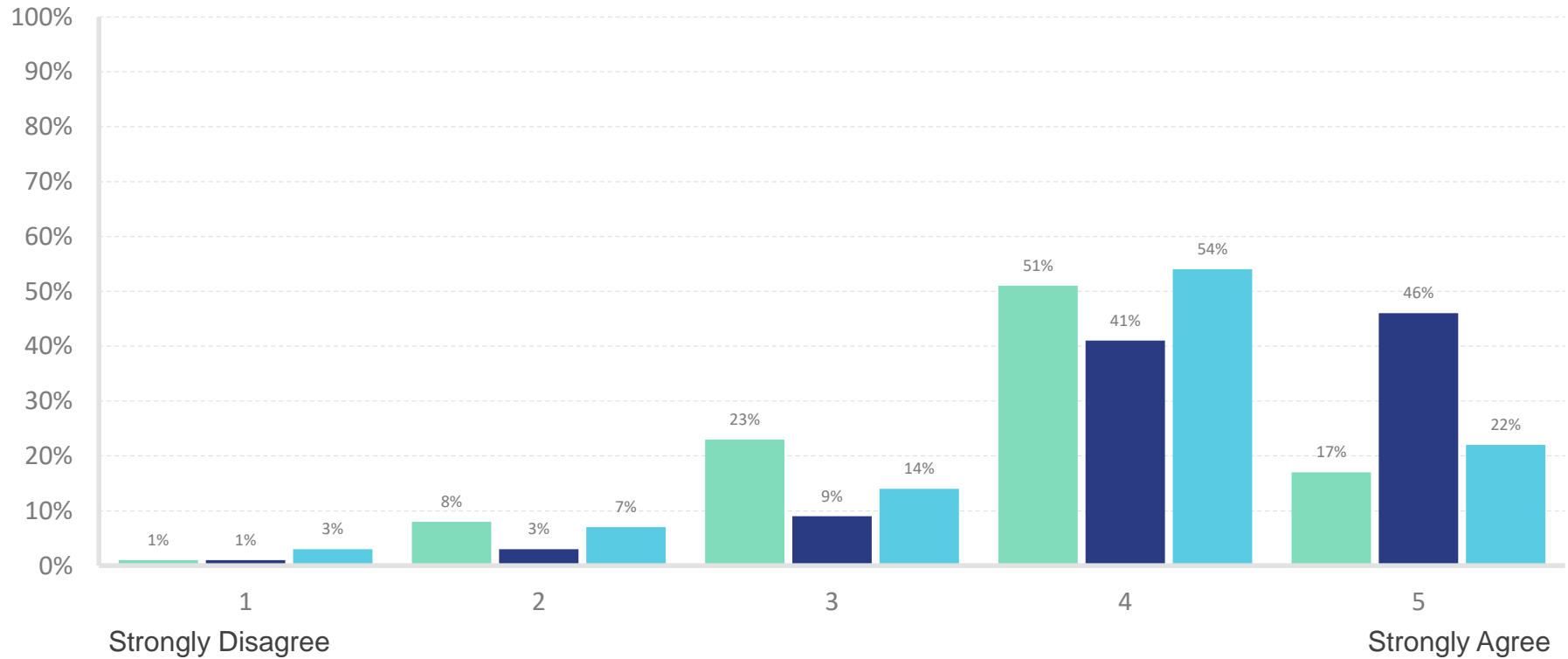


61

n = 1901

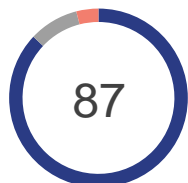
All

Inclusion & Diversity



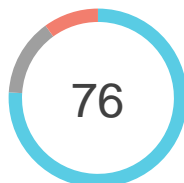
n = 99

Directorate: Director's Office



n = -

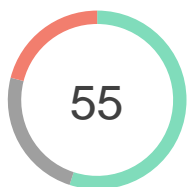
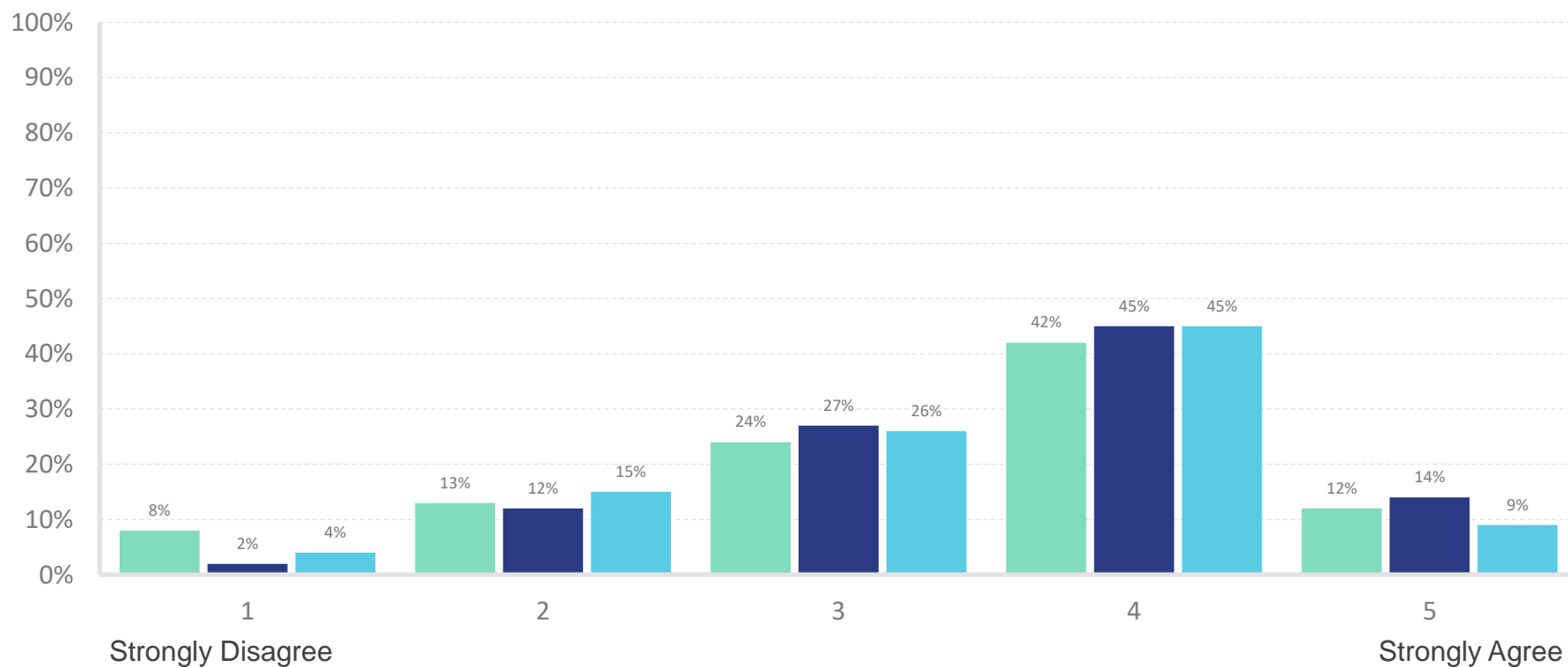
Benchmark: Best Companies to Work For 2019



n = 1896

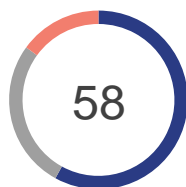
All

Agility



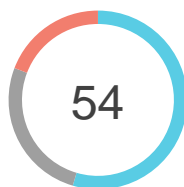
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

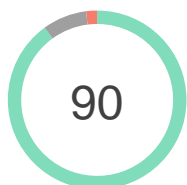
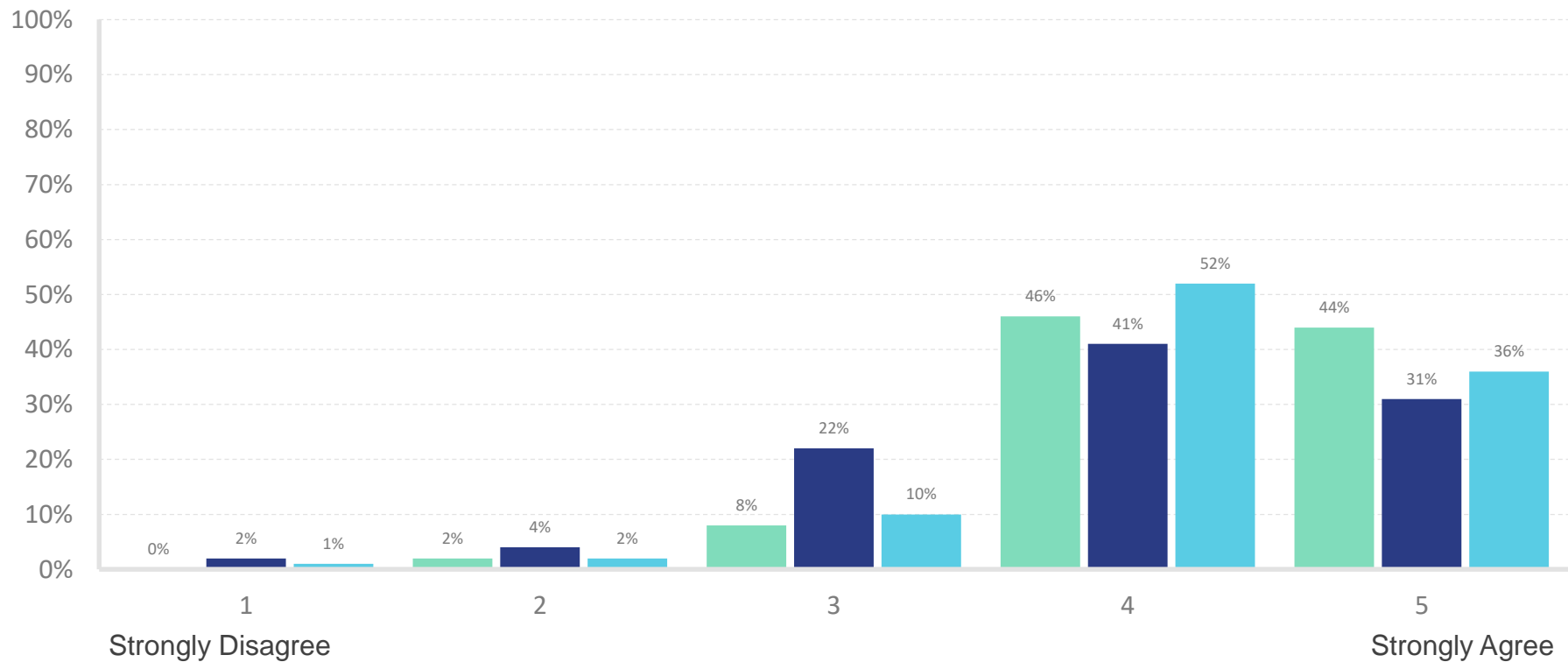
n = -



All

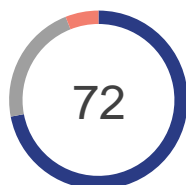
n = 1898

Safety & Well-Being



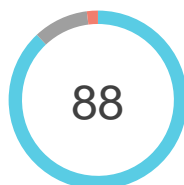
Directorate: Director's Office

n = 98



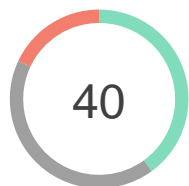
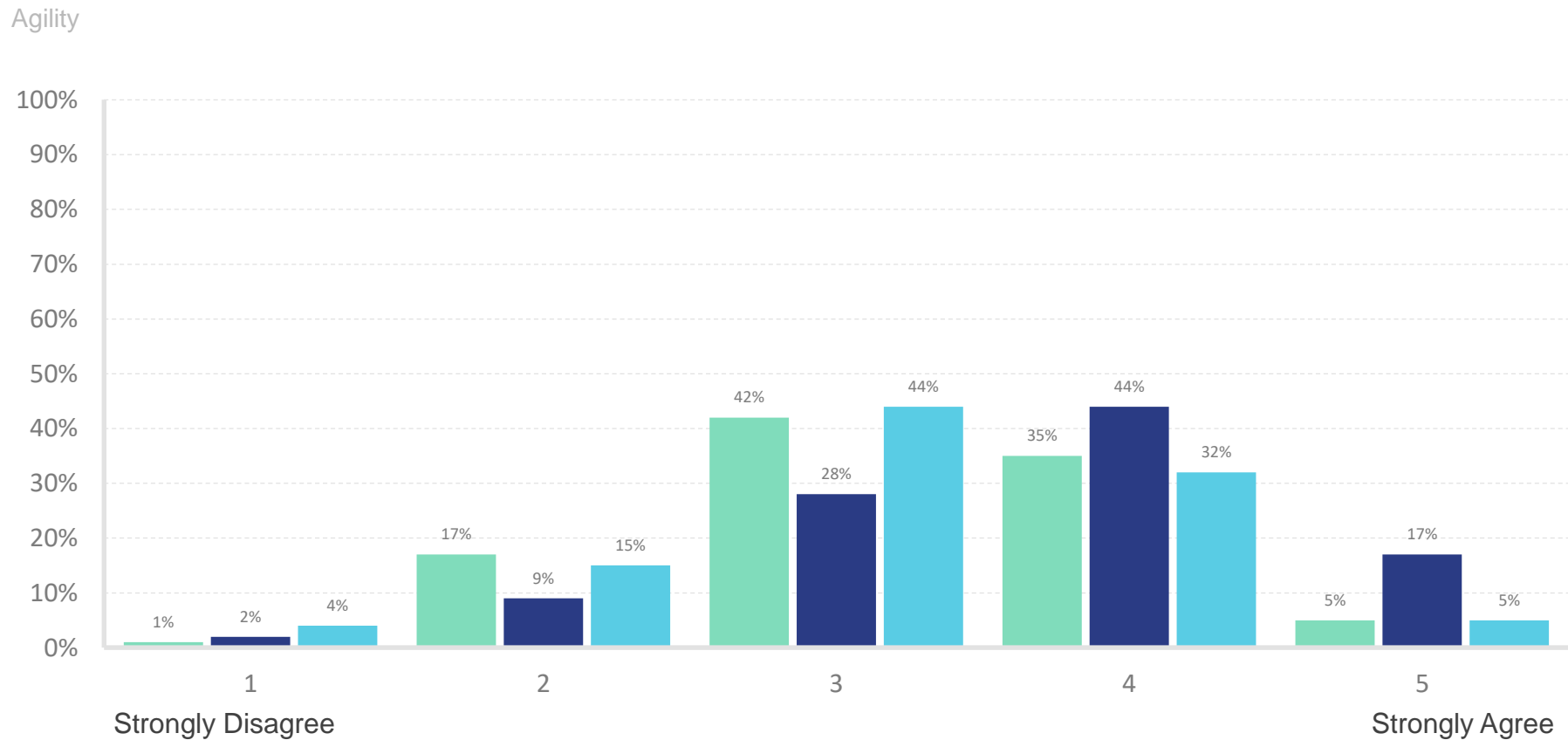
Benchmark: Best Companies to Work For 2019

n = -



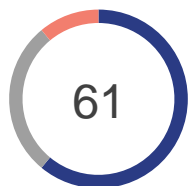
All

n = 1897



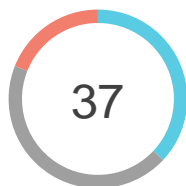
n = 98

Directorate: Director's Office



n = -

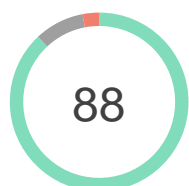
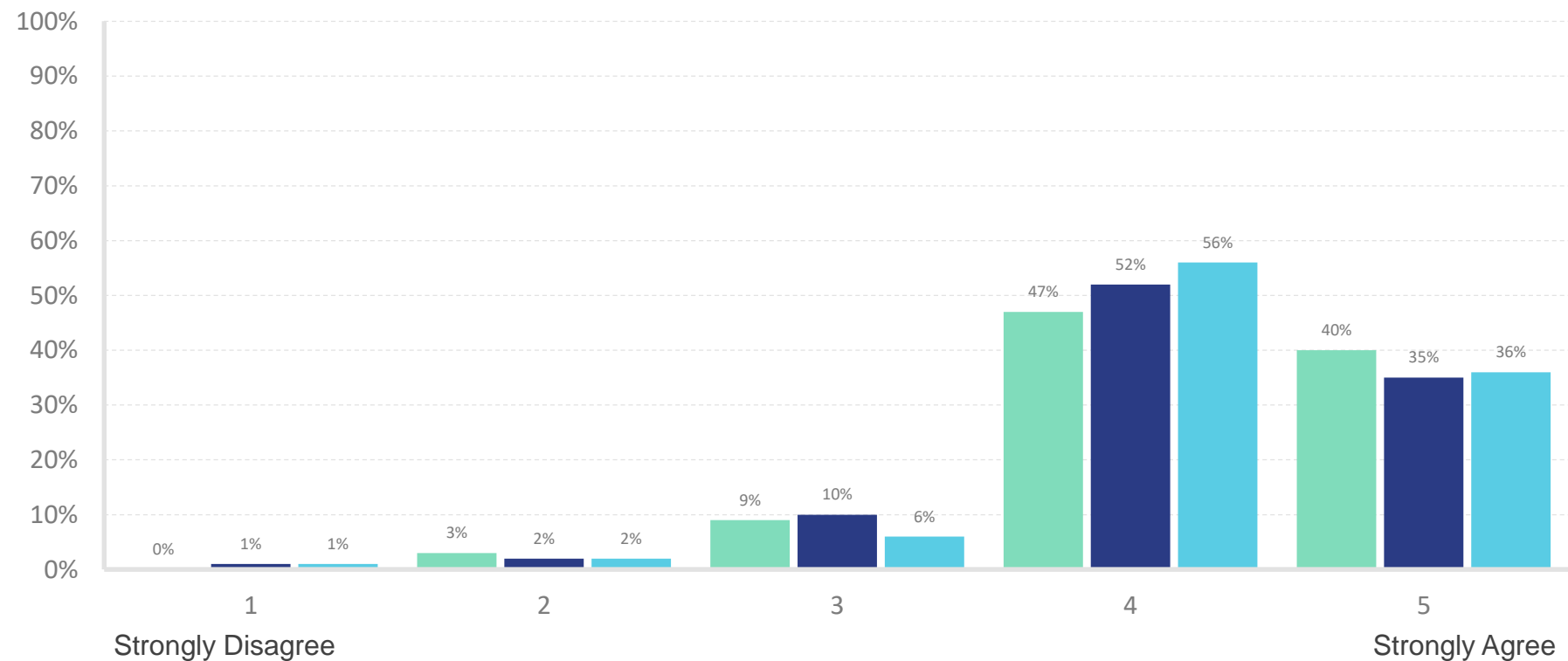
Benchmark: Best Companies to Work For 2019



n = 1829

All

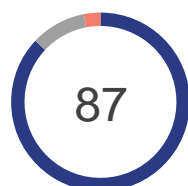
Safety & Well-Being



88

n = 99

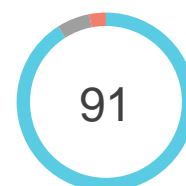
Directorate: Director's Office



87

n = -

Benchmark: Best Companies to Work For 2019

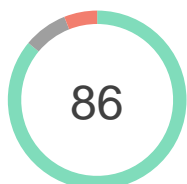
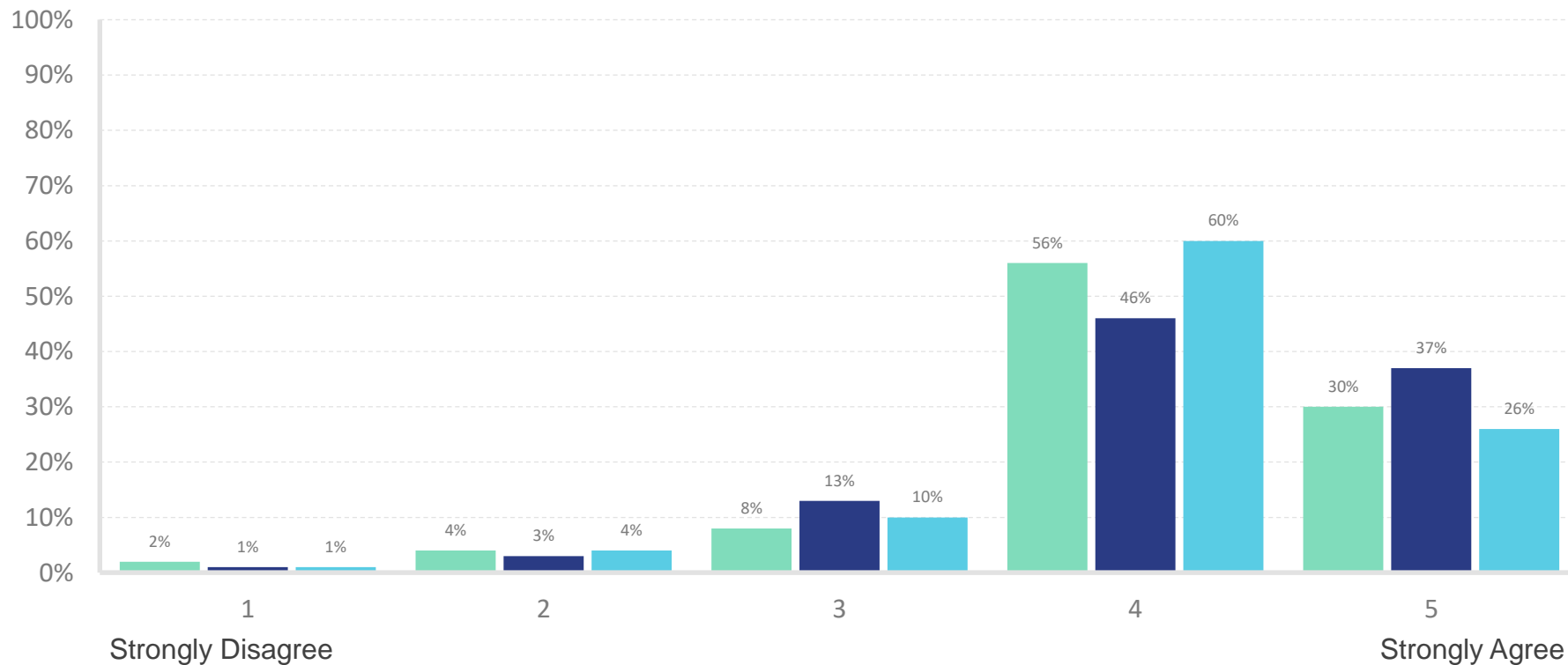


91

n = 1912

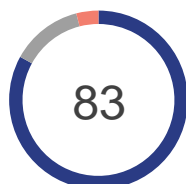
All

Safety & Well-Being



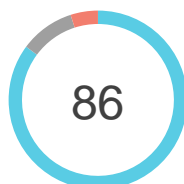
Directorate: Director's Office

n = 97



Benchmark: Best Companies to Work For 2019

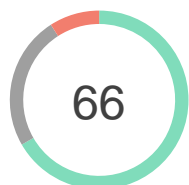
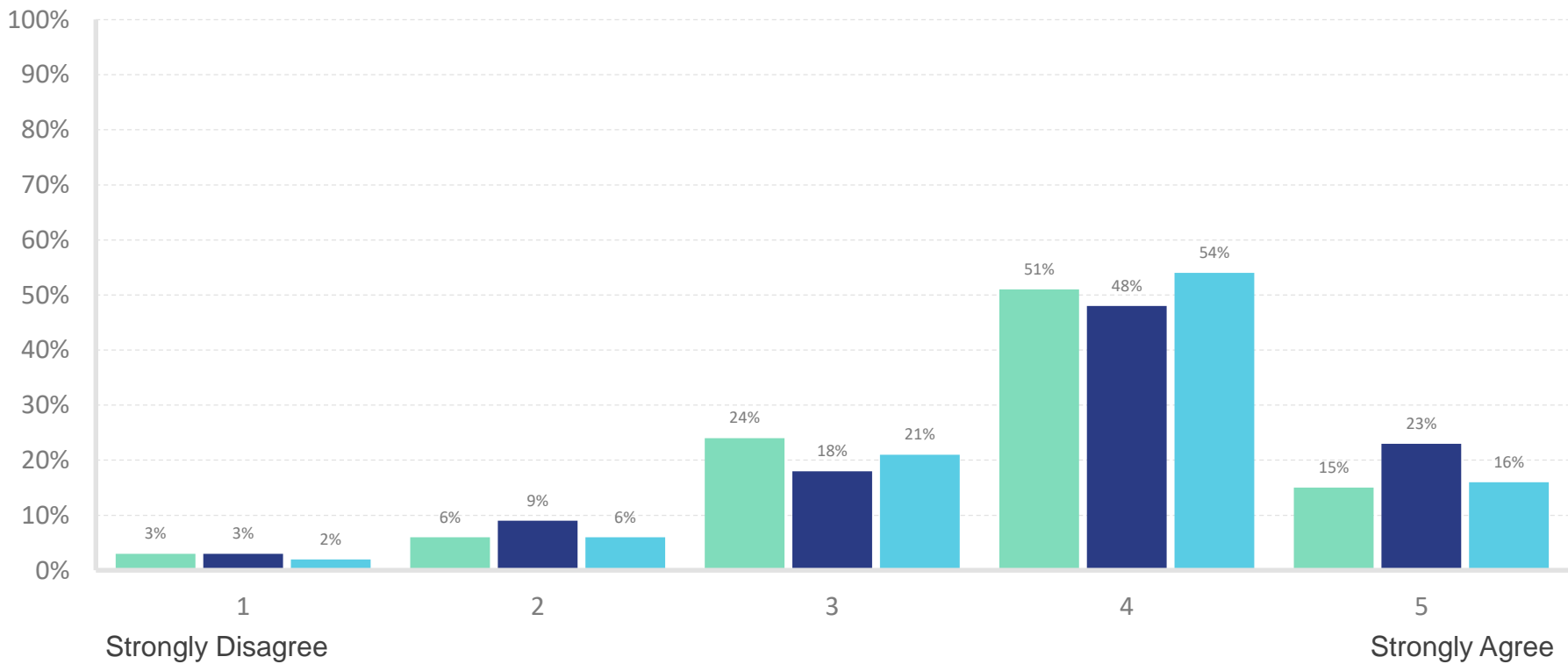
n = -



All

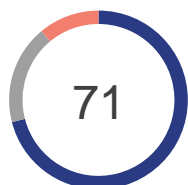
n = 1908

Safety & Well-Being



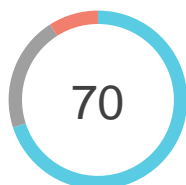
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

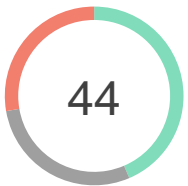
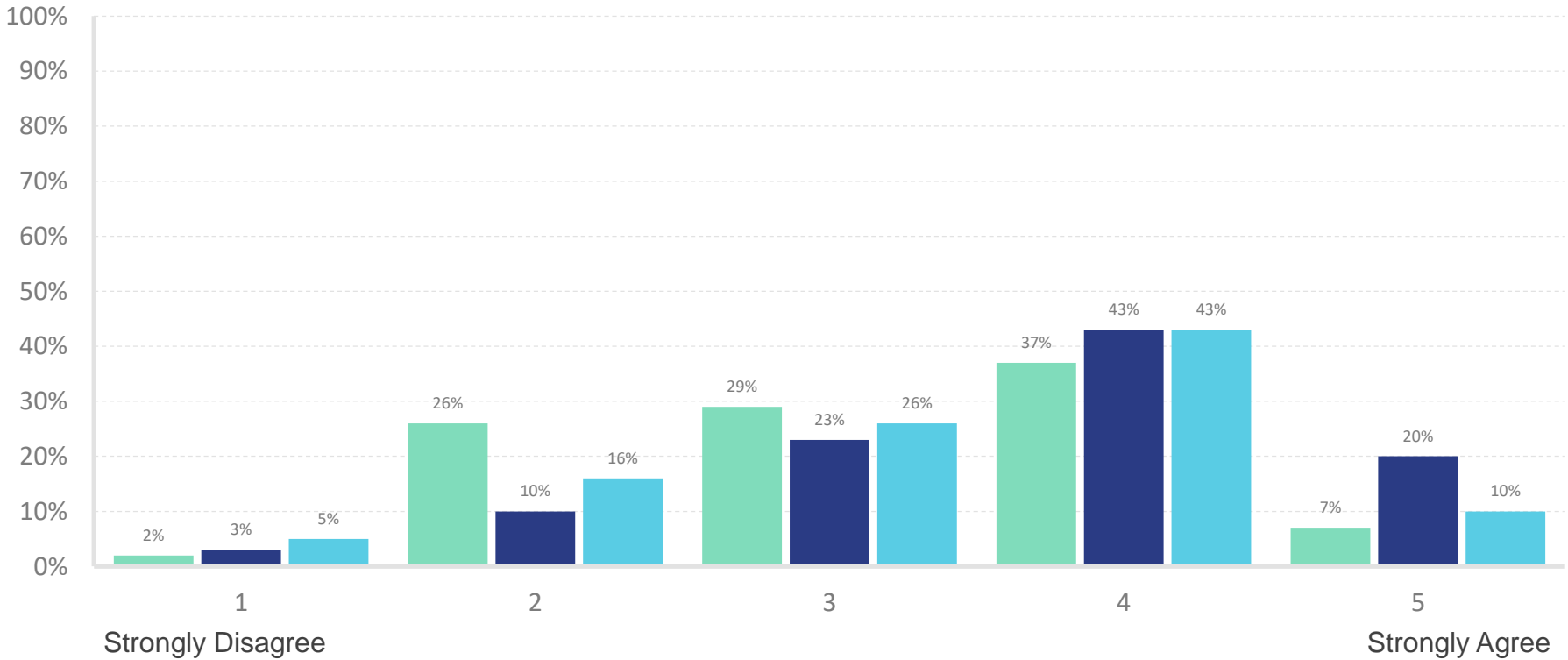
n = -



All

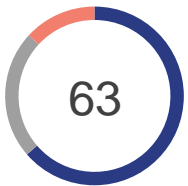
n = 1897

Efficiency



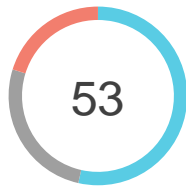
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

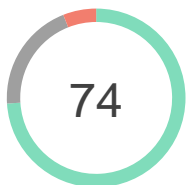
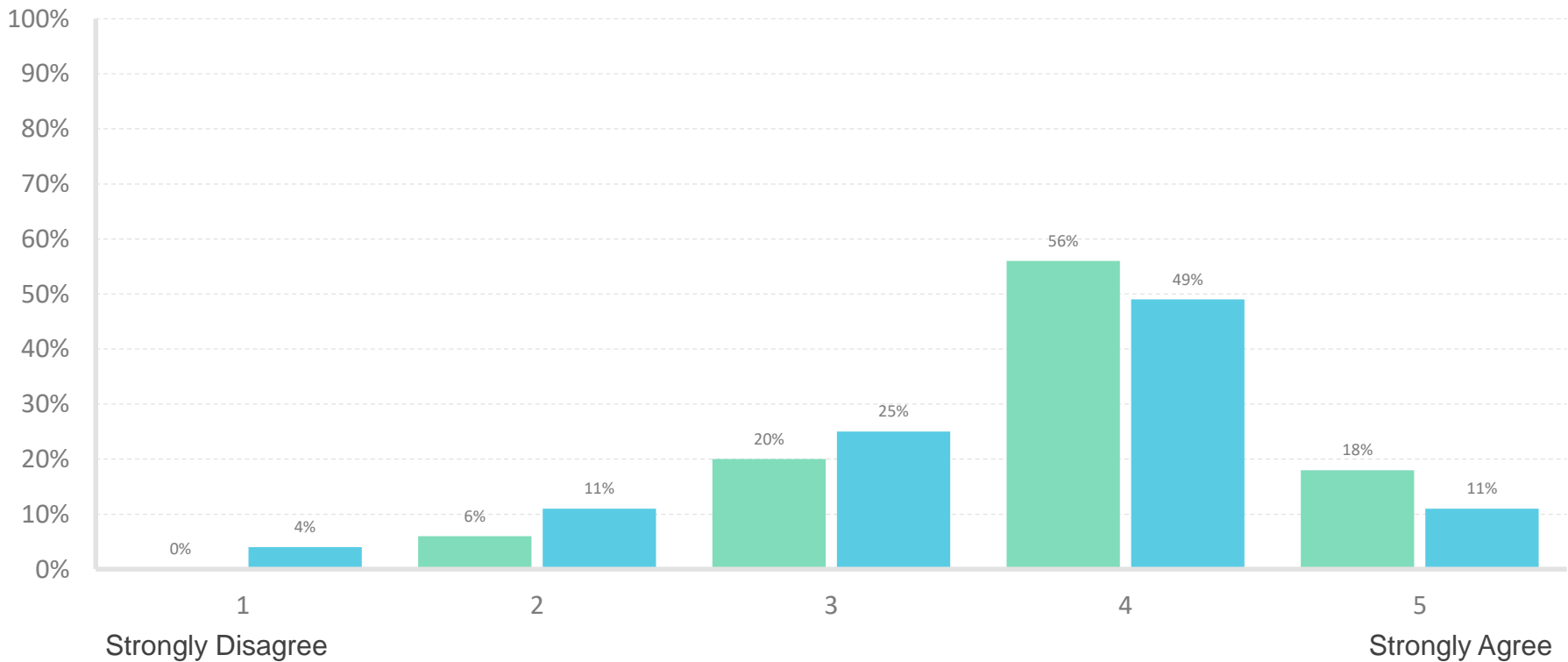
n = -



All

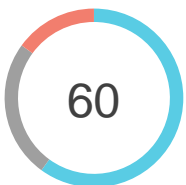
n = 1888

Empowerment



Directorate: Director's Office

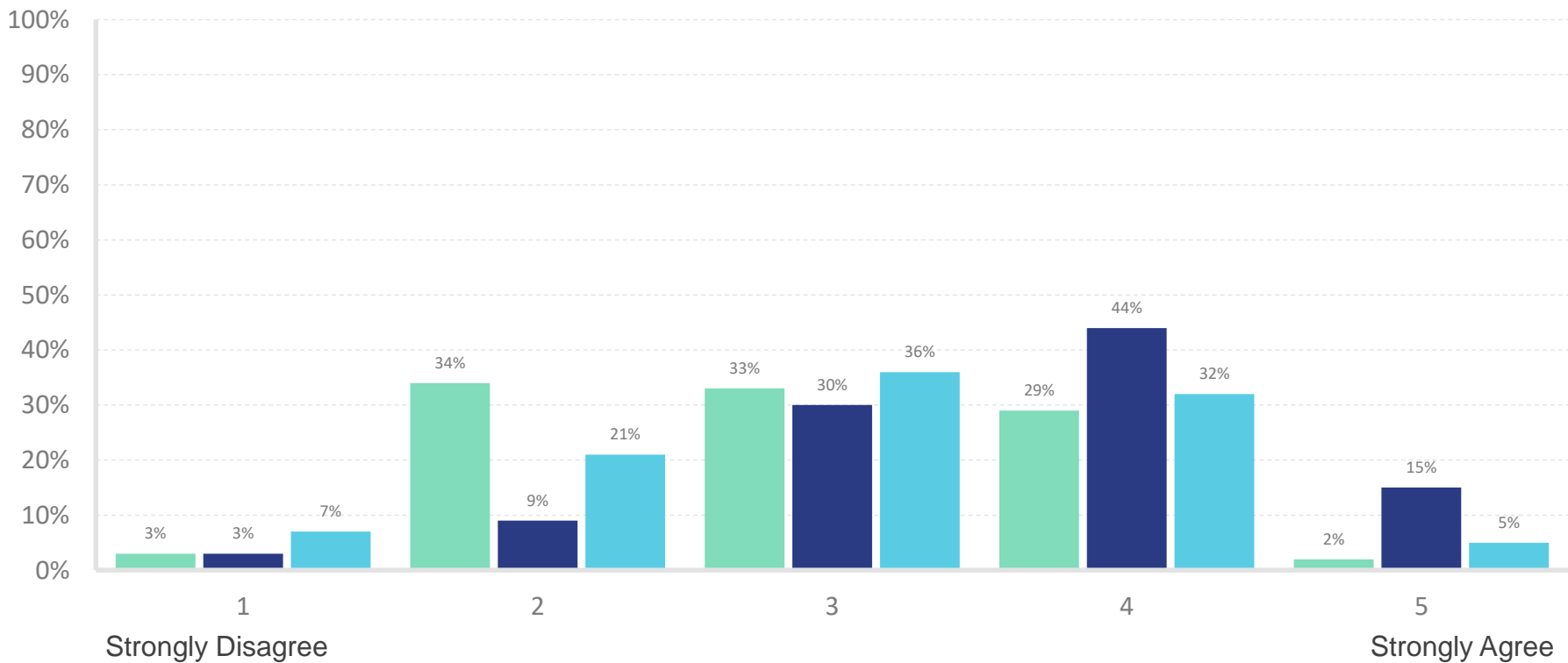
n = 99



All

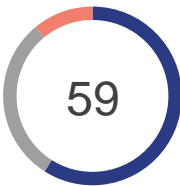
n = 1899

Communication



Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

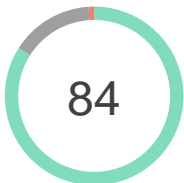
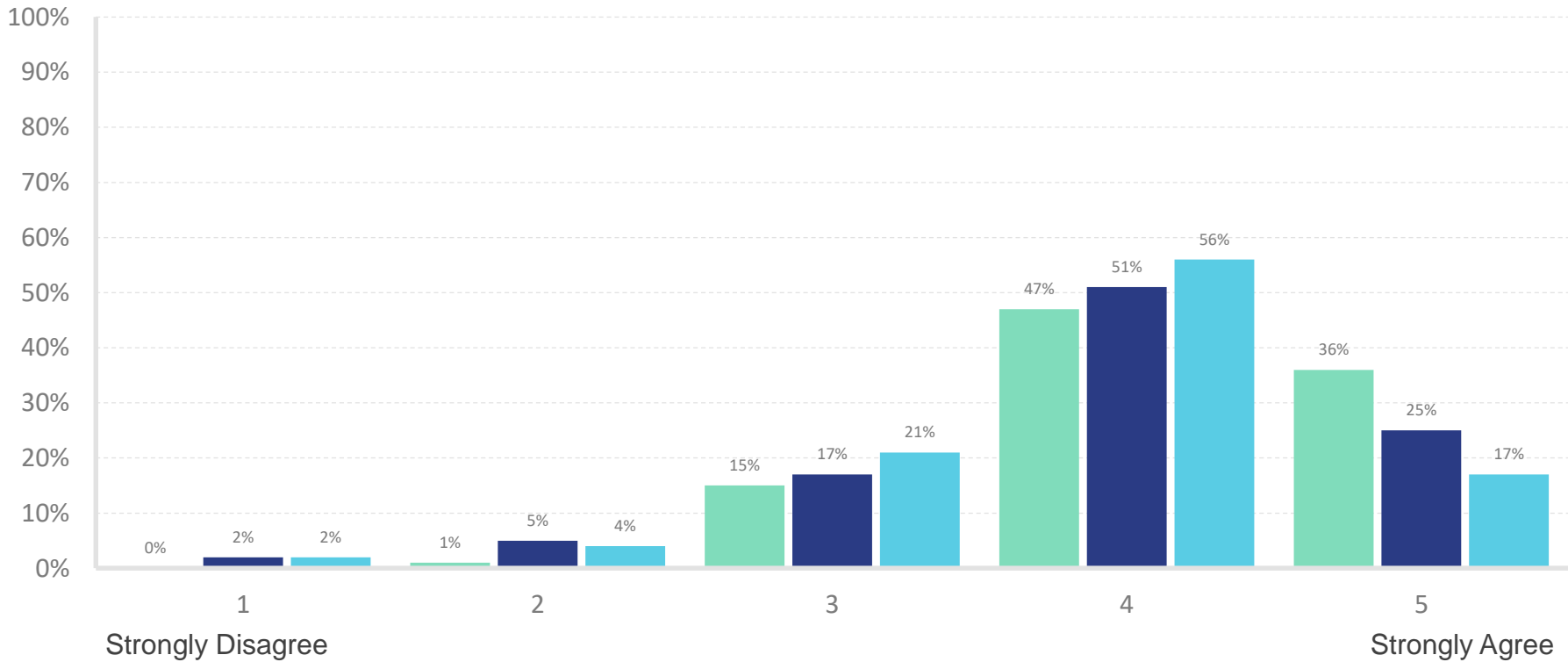
n = -



All

n = 1869

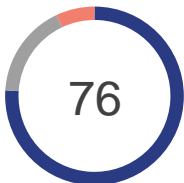
Inclusion & Diversity



Directorate: Director's Office

84

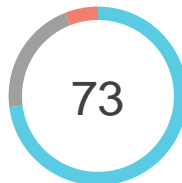
n = 99



Benchmark: Best Companies to Work For 2019

76

n = -

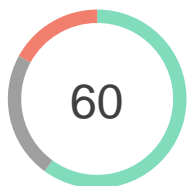
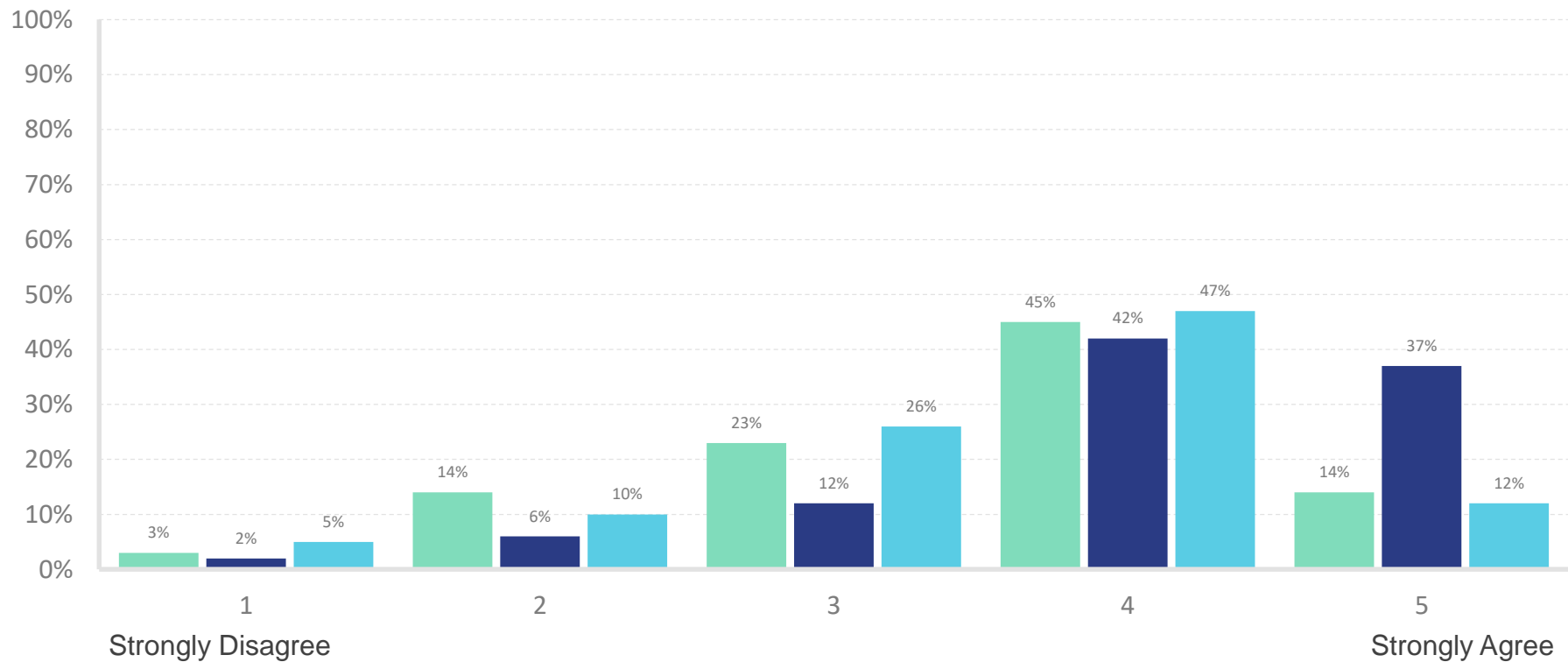


All

73

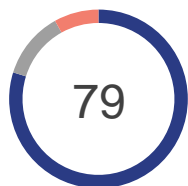
n = 1882

Valuing Employees



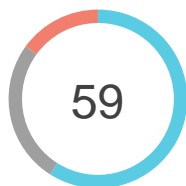
n = 99

Directorate: Director's Office



n = -

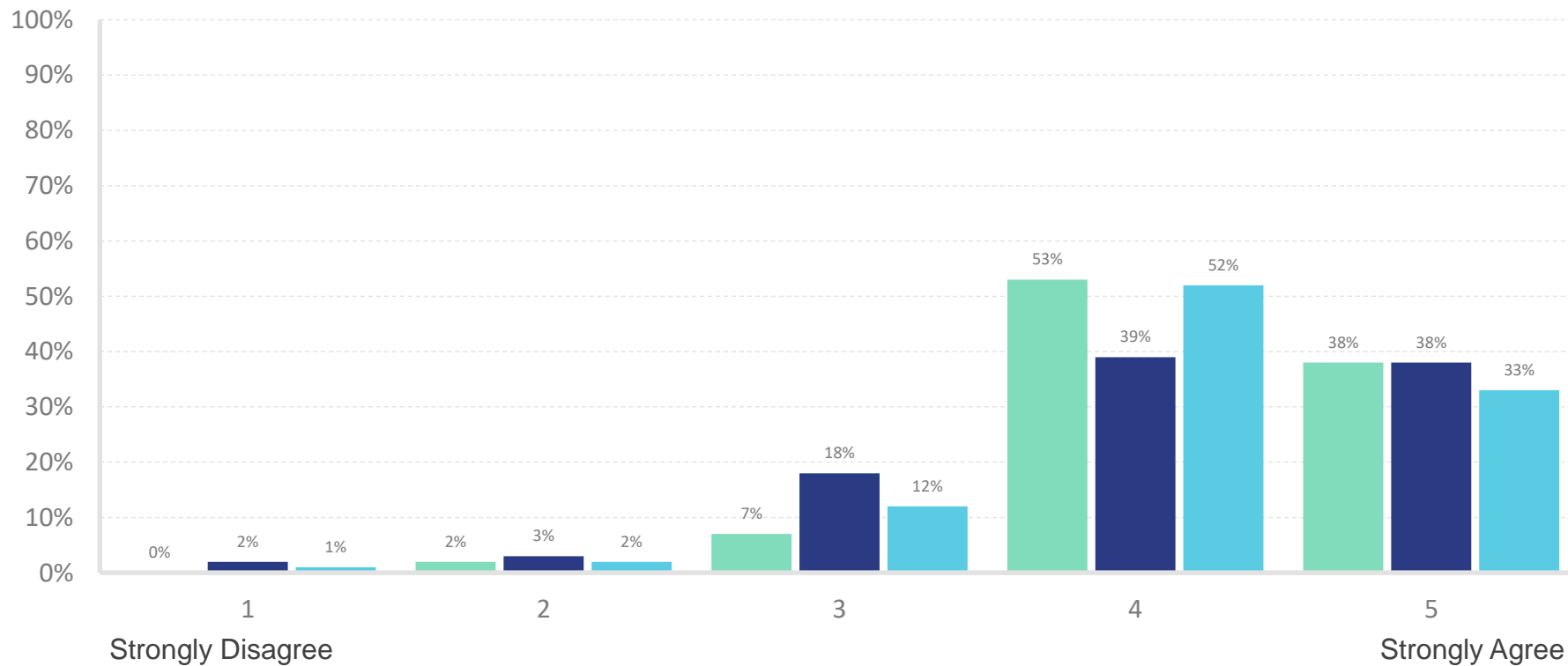
Benchmark: Best Companies to Work For 2019



n = 1881

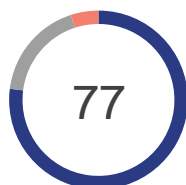
All

Engagement



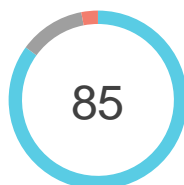
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

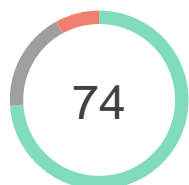
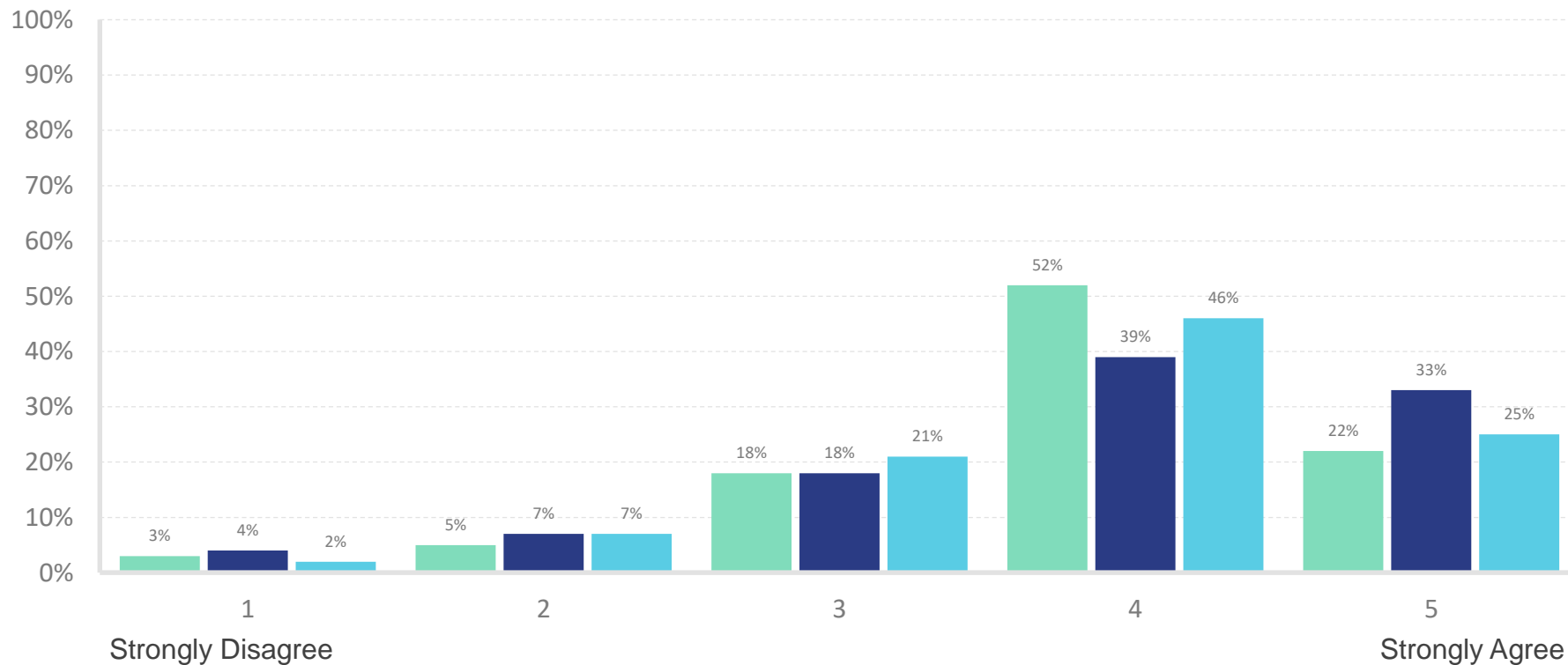
n = -



All

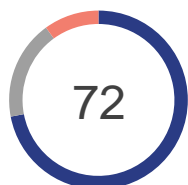
n = 1906

Engagement



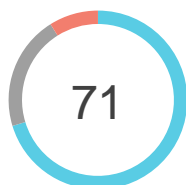
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

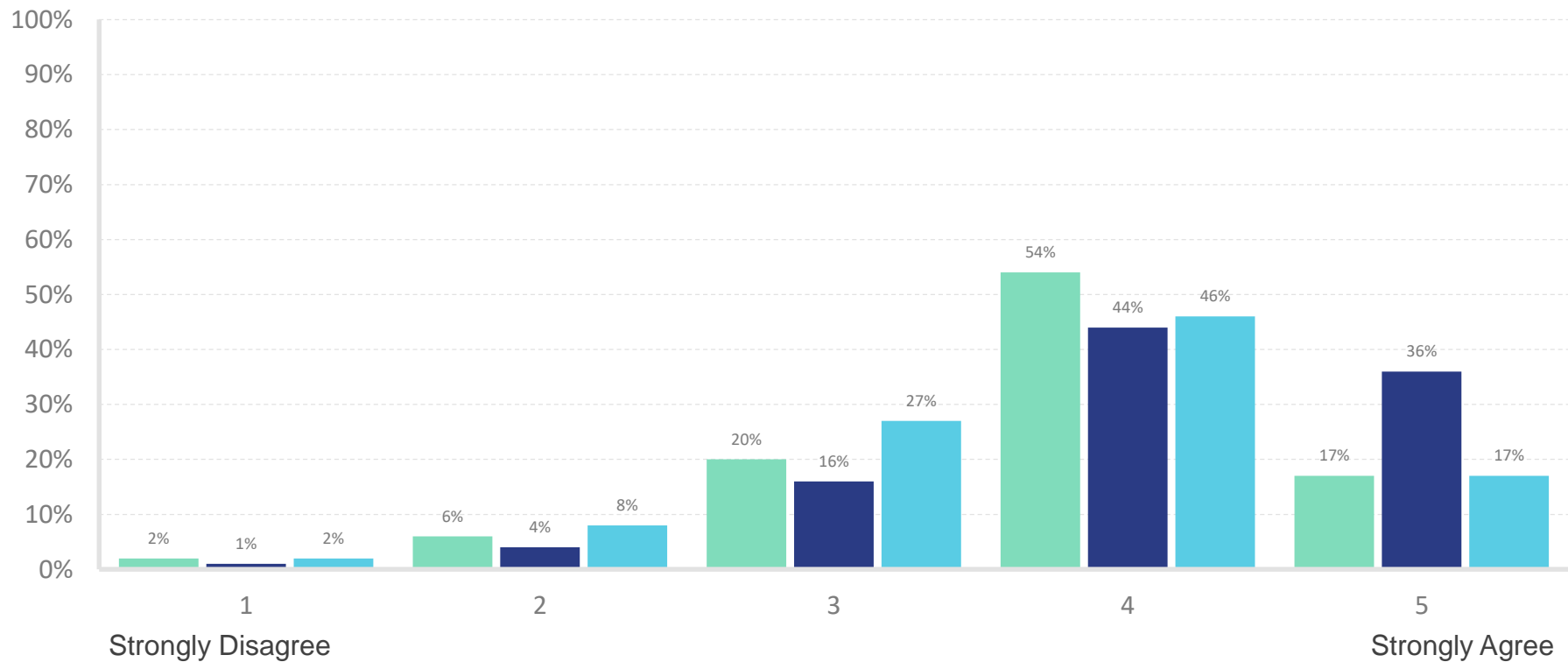
n = -



All

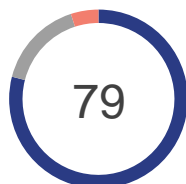
n = 1901

Engagement



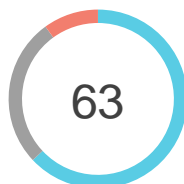
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

n = -

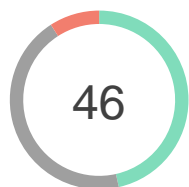
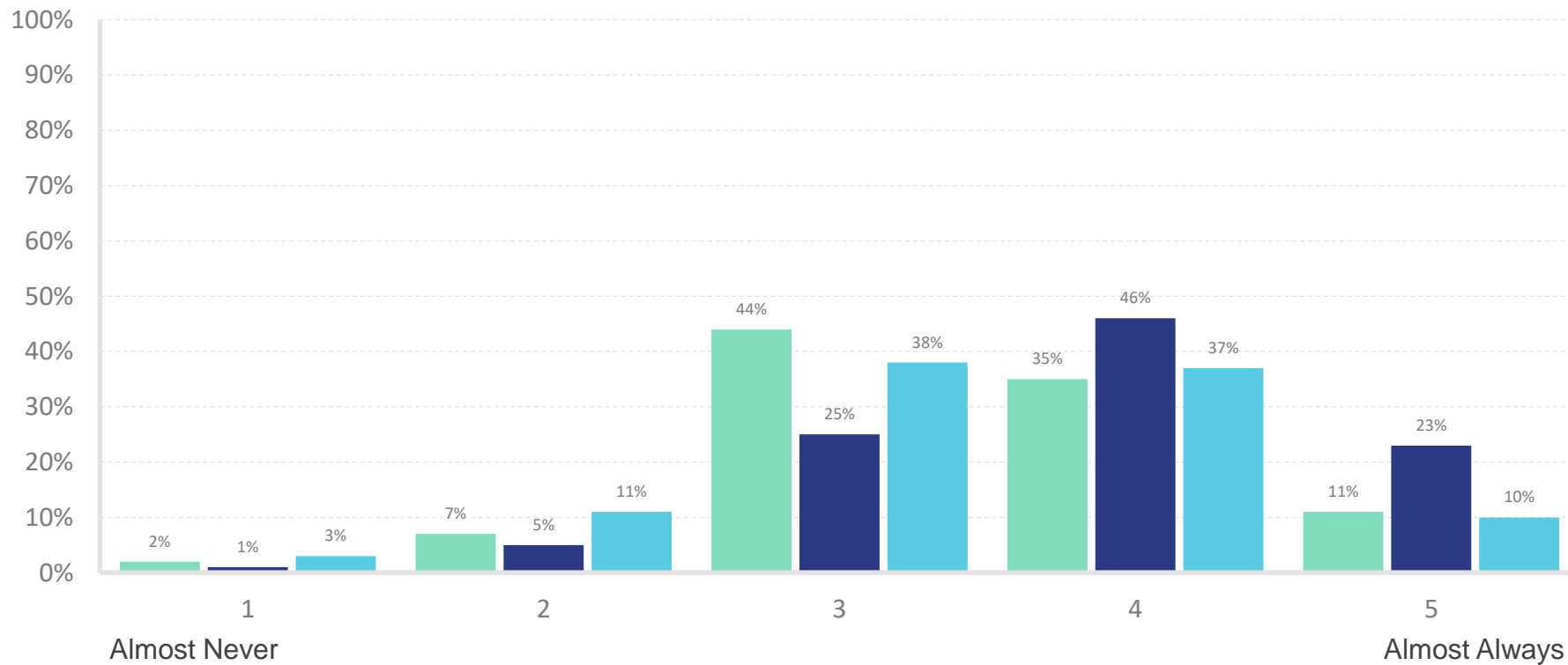


All

n = 1905

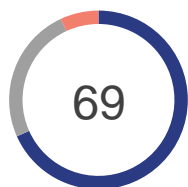
I see cooperation across different directorates and departments.

Collaboration



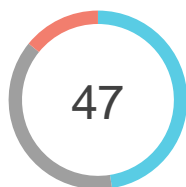
Directorate: Director's Office

n = 99



Benchmark: Best Companies to Work For 2019

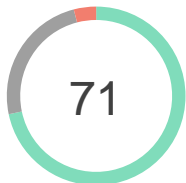
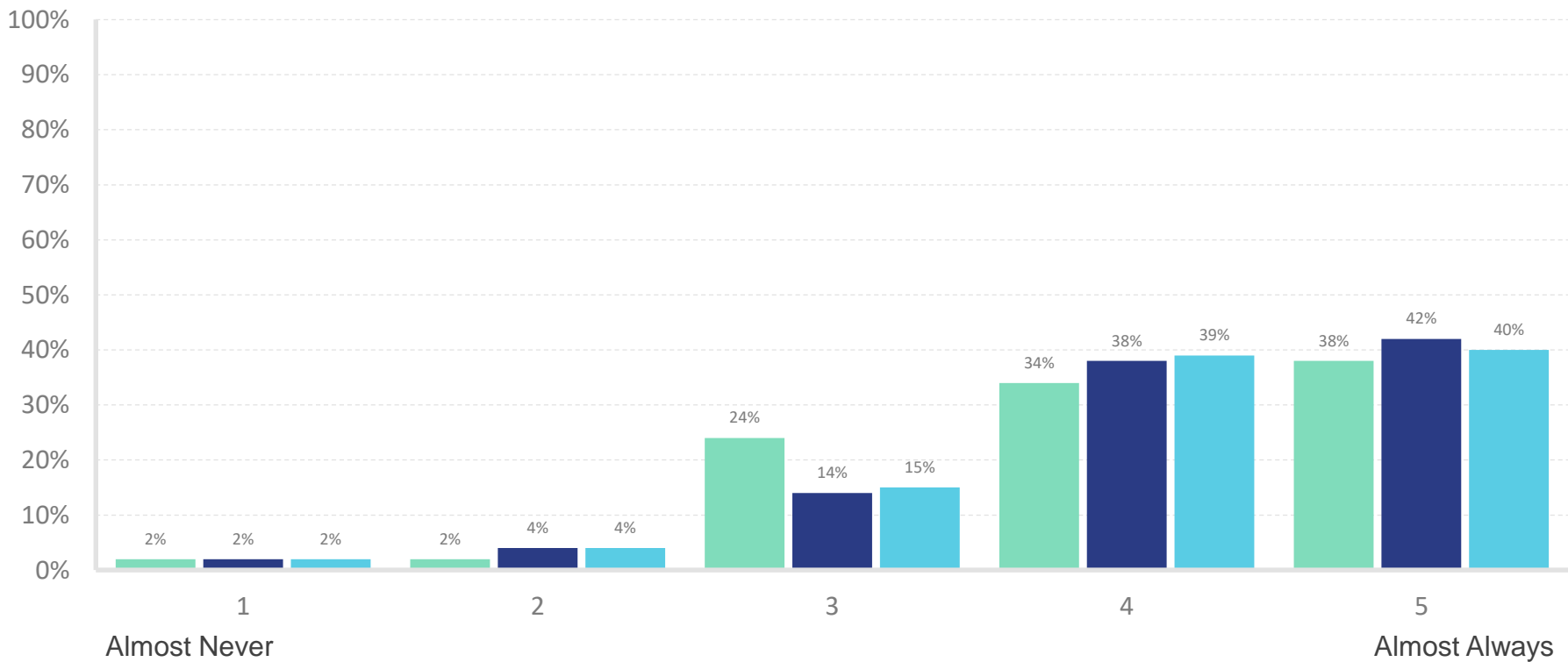
n = -



All

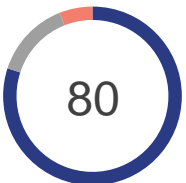
n = 1875

Communication



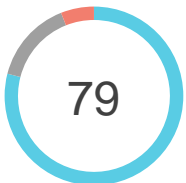
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

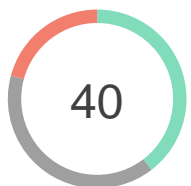
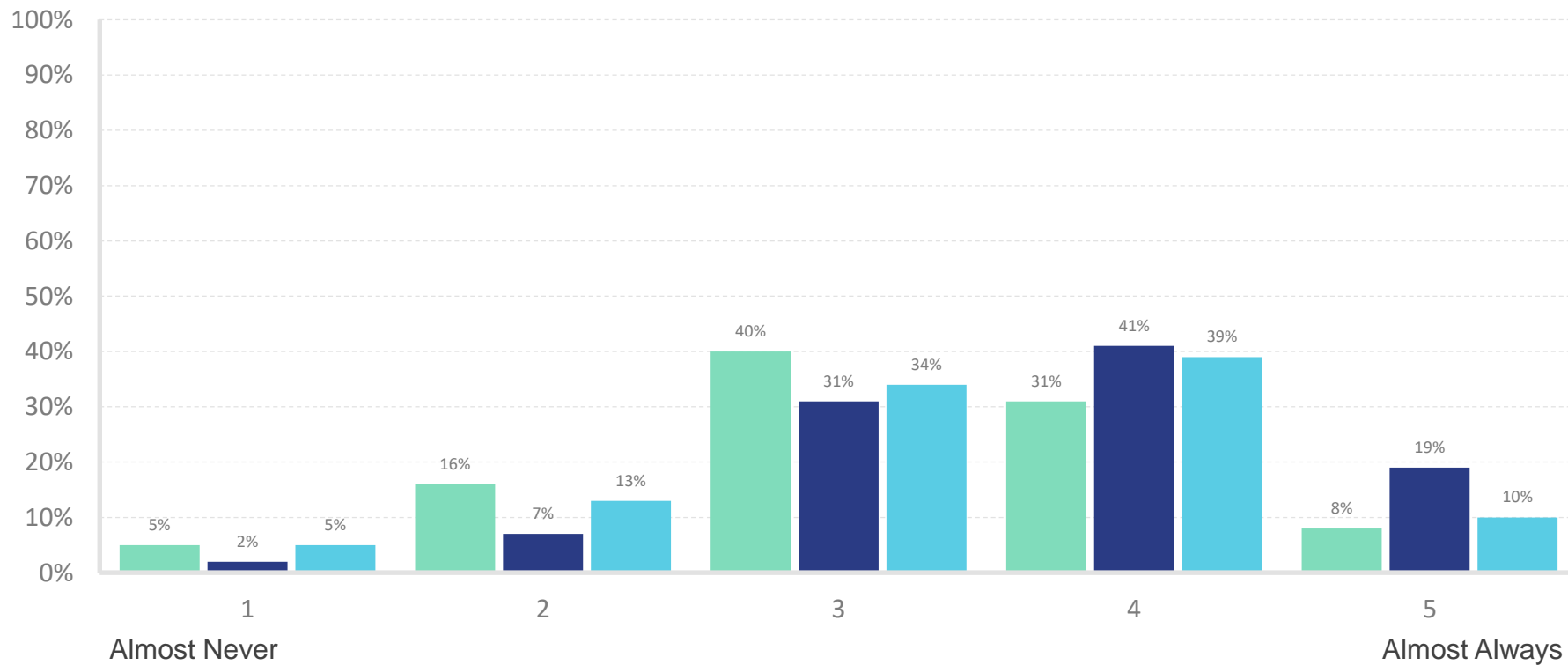
n = -



All

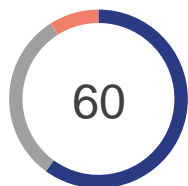
n = 1903

Agility



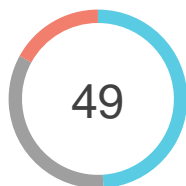
Directorate: Director's Office

n = 96



Benchmark: Best Companies to Work For 2019

n = -

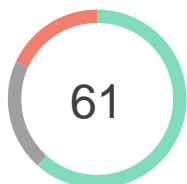
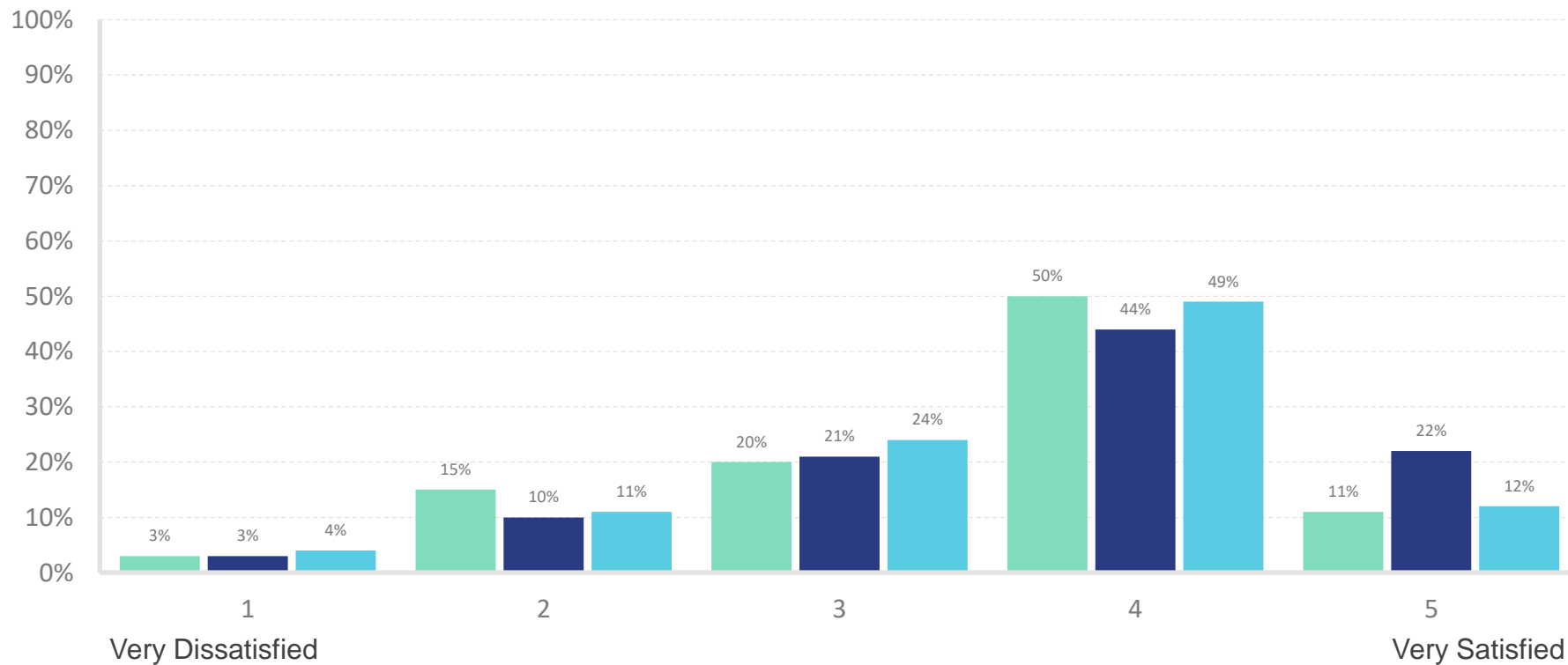


All

n = 1799

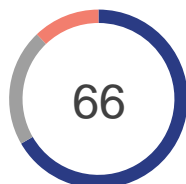
How satisfied are you with your involvement in decisions that affect your work?

Empowerment



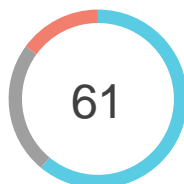
Directorate: Director's Office

n = 98



Benchmark: Best Companies to Work For 2019

n = -



All

n = 1893